

EXHIBIT 17

UNITED STATES DISTRICT COURT

FOR THE CENTRAL DISTRICT OF CALIFORNIA

MARK SNOOKAL, an)	
individual,)	
)	
Plaintiff,)	
)	
vs.)	NO. 2:23-cv-6302-HDV-AJR
)	
CHEVRON USA, INC., a)	
California Corporation,)	
and DOES 1 through 10,)	
inclusive,)	
)	
Defendants.)	
_____)	

REMOTE VIDEOTAPED DEPOSITION of ANDREW POWERS

Tuesday, September 17, 2024

Houston, Texas

Reported by:
JANE BRAMBLETT, CLR, CCRR, CSR No. 7574
Job No. 114803

Andrew Powers

September 17, 2024

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FOR THE CENTRAL DISTRICT OF CALIFORNIA

MARK SNOOKAL, an)
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CHEVRON USA, INC., a)
California Corporation,)
and DOES 1 through 10,)
inclusive,)
)
Defendants.)
_____)

REMOTE VIDEOTAPED DEPOSITION of ANDREW POWERS,
taken on behalf of Plaintiff, commencing at
10:00 a.m. and ending at 1:50 p.m., at Houston, Texas,
Tuesday, September 17, 2024, before Jane Bramblett, CLR,
CCRR, Certified Shorthand Reporter No. 7574.

Andrew Powers

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1 APPEARANCES OF COUNSEL:

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14 213.620.1780
15 sfan@sheppardmullin.com

16 Also Present: Jenny Sherman, Videographer

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1 Q Is that it?

2 A That's it.

3 Q Who is your employer?

4 A Chevron.

5 Q On your paycheck stubs, what's the entity
6 that's identified as your employer?

7 A Chevron USA.

8 Q Has any entity other than Chevron USA paid
9 your salary?

10 A No.

11 Q And how long have you been employed by
12 Chevron?

13 A 15 years.

14 Q When did you begin? When were you hired?

15 A June of 2009.

16 Q And my understanding is that your current
17 position is senior adviser to the chief human
18 resources officer.

19 A That's correct.

20 Q And you've been in that position since on
21 or about June of '22?

22 A I've been in this role since November of
23 2023.

24 Q Okay. And who is your current superior?

25 A By "superior," do you mean who I report

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1 A Yes, it is.

2 Q Which is it? A division or a subsidiary?

3 A I don't know off the top of my head.

4 Q During the time that you reported to
5 Ms. Delaney, Chevron USA paid your salary?

6 A Yes.

7 Q During the time that you have been senior
8 adviser to Ms. Morris, from November of '23 through
9 the present, where are you physically located?

10 A Houston, Texas.

11 Q And when you were reporting to Ms. Delaney
12 as a senior HR, where were you physically located?

13 A Houston, Texas.

14 Q And during the time that you were senior HR
15 manager in Houston, Texas, reporting to Ms. Delaney,
16 was Chevron USA still your employer?

17 A Yes.

18 Q And they paid your salary.

19 A Yes.

20 Q What was the position you held just prior
21 to senior HR manager reporting to Ms. Delaney?

22 A I was the senior HR manager of our
23 El Segundo refinery.

24 Q And how long were you in that position?

25 A For just about three years.

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1 Q From when to when?

2 A June 2019 through May 2022.

3 Q And who was your superior during that
4 period?

5 A I had two during that period.

6 Q Who were they?

7 A It was Glenda Valero and Scott Wilcox.
8 They had changed out during that time, and the title
9 of them was GM of HR for manufacturing.

10 Q And when was Mr. Wilcox your manager?

11 A In the November 2020 time frame.

12 Q Through May of '22?

13 A Say it again, please.

14 Q Through May of '22?

15 A That's correct.

16 Q And did you hold any other position prior
17 to Senior HR Manager in El Segundo?

18 A Yes.

19 Q What position was that?

20 A I was the HR manager of our Appalachian
21 Mountain business unit in Coraopolis, Pennsylvania.

22 Q And how long were you, in Pennsylvania, the
23 HR manager?

24 A Two years.

25 Q From when to when?

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1 A May of 2017 to May of 2019.

2 Q And during the time that you were in
3 Pennsylvania, did Chevron USA pay your salary?

4 A Yes.

5 Q And did you have any other positions with
6 Chevron prior to that?

7 A I did.

8 Q What was your next position and what date?

9 A I was the executive compensation adviser
10 from 2015 -- May -- June 2015 to June 2017.

11 Q And where were you geographically
12 stationed?

13 A San Ramon, California.

14 Q And Chevron USA was your employer at that
15 time as well?

16 A Yes.

17 Q And did -- do you hold any other position
18 prior to that one?

19 A Yes. I was an HR adviser in our joint
20 venture operation called Tengiz Chevroil. That was
21 located in Kazakhstan, so this was an expatriot
22 assignment. And that was from June of 2013 to June
23 of 2015.

24 Q In the expatriot assignment in Kazakhstan,
25 was Chevron USA still your employer?

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1 MS. FAN: Objection. Calls for a legal
2 conclusion.

3 BY MS. LEAL:

4 Q You can answer.

5 A I can't confirm that. I don't know that
6 part right now.

7 Q Did Chevron USA pay your salary during that
8 time that you were in Kazakhstan?

9 A Yes.

10 Q And did you hold any other position prior
11 to your assignment in Kazakhstan?

12 A I did. I was the senior labor relations
13 adviser and payroll supervisor in our San Joaquin
14 Valley business unit in Bakersfield, California,
15 from July of 2011 to June of 2013.

16 Q And when you were stationed in Bakersfield,
17 was Chevron USA your employer?

18 A Yes.

19 Q And did Chevron USA pay your salary?

20 A Yes.

21 Q And did you hold any other position with
22 Chevron prior to this assignment in Bakersfield?

23 A Yes, I did. I was on our HR development
24 program from 2009 to 2011. And on -- the
25 development program was located in San Ramon,

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1 California, from 2009 to 2010; Houston, Texas, for
2 six months in 2010; and then I was -- another
3 expatriot assignment where I was in Manila, the
4 Philippines. And that was from January of 2011 to
5 June of 2011 for that expatriot assignment
6 specifically.

7 Q Certainly have traveled around for Chevron.

8 A I have.

9 Q During this last position that you just
10 mentioned, HR development program, where you were in
11 San Ramon; Houston, Texas; and then Manila, was
12 Chevron USA your employer?

13 A Yes.

14 MS. FAN: Objection. Calls for a legal
15 conclusion. Calls for speculation.

16 Mr. Powers, you're doing great. Just a
17 quick reminder to pause a little bit so I can get my
18 objections in.

19 THE WITNESS: Sure.

20 MS. FAN: Thank you.

21 BY MS. LEAL:

22 Q And during the time that you were HR
23 development program in San Ramon; Houston, Texas;
24 and Manila, did Chevron USA also pay your salary?

25 MS. FAN: Objection. Compound.

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1 THE WITNESS: Yes.

2 BY MS. LEAL:

3 Q Any other position with Chevron prior to HR
4 development program?

5 A No.

6 Q So you were hired into HR development
7 program position in San Ramon in 2009?

8 A Yes. That's correct.

9 Q So most of my questions today, Mr. Powers,
10 will pertain to the period of time when you were the
11 Senior HR Manager at the El Segundo refinery. Okay?

12 A Okay.

13 Q So during the time that you were a senior
14 HR manager in El Segundo, were there any individuals
15 who reported to you?

16 A Yes.

17 Q Who?

18 A Thalia Tse, Eric Stephenson, Kelly Andrews,
19 Violet Torres, Willy Martinez.

20 Q Anyone else?

21 A Those were my direct reports.

22 Q Okay. And what positions did these
23 individuals hold? Were they all -- did they all
24 hold the same position?

25 A No, they did not. So --

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1 all employees. She went through onboarding for
2 Chevron as well, which would be our business code
3 and ethics. Other policies on anti-harassment and
4 discrimination.

5 Q Was it your expectation, Mr. Powers, as the
6 senior HR manager, that your HR business partners be
7 familiar with Chevron's human resources policy?

8 MS. FAN: Objection. Vague and ambiguous.

9 THE WITNESS: Yes. I would -- I would
10 expect my HR VPs to be familiar with the processes
11 in order to perform them and be partners to their
12 client groups.

13 BY MS. LEAL:

14 Q Do you know if your HR business partners,
15 such as Ms. Tse, were responsible for providing
16 training to management within her area of
17 responsibility?

18 MS. FAN: Objection. Vague and ambiguous.

19 THE WITNESS: Can you be more specific on
20 the type of training you're referring to?

21 BY MS. LEAL:

22 Q Thank you for that clarification. I think
23 I do need to clarify my question.

24 So do you know if Ms. Tse, for example, as
25 the HR business partner, as part of her

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1 responsibilities, was she supposed to train
2 supervisors, managers in her specific clients' area
3 with respect to HR policy?

4 A I don't know that I would call it "train"
5 them specifically, but Thalia, as an HR VP, would be
6 present for a variety of people processes. And HR
7 VP's primary responsibility would often be to
8 facilitate and make sure that managers, supervisors,
9 employees were following appropriate steps and
10 processes. You know, making sure, as an example,
11 that we're keeping bias out of a selection, making
12 sure that we are staying in compliance with, you
13 know, federal, state, and local laws for anything
14 that we did.

15 Q So Ms. Tse, then, as the HR business
16 partner in El Segundo, in your opinion, was she
17 required to be familiar with federal, state and
18 local laws, as you mentioned?

19 MS. FAN: Objection. Vague and ambiguous.
20 Calls for speculation.

21 BY MS. LEAL:

22 Q Employment law.

23 A Can you clarify your question? You're
24 referring to employment law?

25 Q Yeah. Let me make sure my question is

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1 clear.

2 So would you expect Ms. Tse, who reports to
3 you as the HR business partner in El Segundo for her
4 specific client area of maintenance and reliability,
5 do you believe that she should be familiar with
6 federal, state, and local employment laws?

7 A Yes. And I would also expect that the HR
8 business partner partner with our legal counsel if
9 there was any questions on those.

10 Q Thank you.

11 Referring to the legal counsel you just
12 mentioned, was legal counsel also in El Segundo?

13 A Yes.

14 Q So you could partner with someone in
15 El Segundo who was an attorney?

16 A Yes.

17 Q In 2019 was there an employment counsel in
18 El Segundo with whom Ms. Tse or you could have
19 consulted?

20 A There was senior counsel present. Your
21 question was phrased as employment counsel. That
22 individual was not located in El Segundo, but was
23 very accessible to us by phone or email as we needed
24 it.

25 Q Who was the senior counsel present in

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1 A J-o-n-m-i, last name Koo, K-o-o.

2 Q Was Mr. Koo the attorney who primarily
3 supported you and your team in 2019?

4 A Just for clarification, Jonmi is a female.
5 And Jonmi was, yes, primary contact point for me,
6 for my HR VP specifically. Just throughout the
7 course of my career at Chevron, I've had a
8 connection with Abiel, so I've also reached out to
9 him.

10 Q Thank you.

11 The five individuals who reported to you in
12 El Segundo, were they all located in El Segundo as
13 well?

14 A Yes.

15 Q Did you supervise any other employees not
16 located in El Segundo during the time that you were
17 the senior HR manager in El Segundo?

18 A No.

19 Q Would you please describe your job
20 responsibilities as the senior HR manager in
21 El Segundo.

22 A Yes. So as the senior HR manager in
23 El Segundo, I was supervising a team of HR business
24 partners, a labor relation adviser, an HR assistant,
25 and our -- my primary responsibilities were to lead

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1 HR operations at a local level for the refinery.
2 That includes day-to-day counsel and policy
3 administration for the HR VPs, and that our labor
4 relations was the primary contact point for our
5 union present in the refinery, and an HR assistant,
6 you know, primarily helping with logistics and other
7 tasks associated with our day-to-day operations.

8 Q Was part of your responsibility as senior
9 HR manager in El Segundo to conduct investigations
10 if someone complained about discrimination?

11 MS. FAN: Objection. Vague and ambiguous.

12 BY MS. LEAL:

13 Q Did you understand my question, Mr. Powers?

14 A I did, yes. Yes, as the senior HR manager,
15 complaints and investigations may come my way, but
16 oftentimes they would come through our HR business
17 partners or maybe even through our hotline that we
18 have available to employee.

19 So it was really case by case, but
20 depending on the nature of the complaint, it would
21 normally be assigned to one of our HR business
22 partners to conduct. In some occasions we may ask
23 for our employee relations department, which is a
24 different group within Chevron, to take on the lead
25 of the investigation. And that can be for a variety

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1 of reasons, you know, where we didn't feel it was
2 suitable for the HR business partner to take the
3 lead on the investigation.

4 For myself specifically, it would be, if it
5 was more senior management-related complaints,
6 that's when I would get involved; otherwise, I would
7 ask my HR VPs to be the primary contact point.

8 Q My tech skills will now be revealed. I'm
9 going to put in the chat a document.

10 (Exhibit 1 was marked for identification.)

11 BY MS. LEAL:

12 Q I have now put in the chat Exhibit 1, if
13 can you open that up, Mr. Powers.

14 MS. LEAL: Did you get it, Counsel?

15 MS. FAN: No. I'm not seeing an attachment
16 in the chat.

17 THE WITNESS: I'm not, either.

18 MS. FAN: There we go. It just came
19 through.

20 MS. LEAL: Thank you.

21 BY MS. LEAL:

22 Q If you'll both open that up now.

23 A Okay. I have it.

24 Q Okay. Good. Have you seen this document
25 before today, Mr. Powers?

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1 A Yes. This document looks familiar. It's
2 our location premiums by area of assignment, a
3 document that exists to capture the different
4 premiums associated with our locations of work.

5 Q Okay. And for the record, this is a
6 document produced by Chevron. The Bates number on
7 the bottom right-hand corner is CUSA000501 and 502.

8 So it's your understanding then,
9 Mr. Powers, that employees with rotational
10 assignments receive annual premium pay?

11 A That's correct.

12 Q So this document explains to Chevron
13 employees that irrespective of where in the world
14 they might work, they'll receive premium pay, and
15 this document shows how much the annual premium pay
16 percentage will be?

17 MS. FAN: Objection. Argumentative.

18 THE WITNESS: I'm not sure I understand the
19 question. I would describe it as not all locations
20 getting a premium percentage. If you're in your own
21 home country, you would not be getting a premium
22 percentage. This is if you're going on expat
23 assignment, rotational or residential, temporary.

24 BY MS. LEAL:

25 Q Okay. So, for example, when you went to

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1 Kazakhstan, you received a rotational assignment
2 premium percentage pay?

3 A Yes. When I was located in Kazakhstan, I
4 received a premium percentage pay.

5 Q And the same was true when you were in the
6 Philippines?

7 A That's correct.

8 Q And were you aware that Mr. Snookal, the
9 plaintiff in this case, the rotational assignment
10 that he sought was in Escravos, Nigeria?

11 A Sorry. Are you asking if I was aware of
12 him going to that assignment?

13 Q Yeah. Let me -- let me start again.

14 Were you aware that the rotational
15 assignment which Mr. Snookal sought was in Escravos,
16 Nigeria?

17 A Yes, ma'am. I was not aware of
18 Mr. Snookal's assignment or offer to Escravos until
19 I first received a note from him.

20 Q Right. So at that point you became aware
21 that it would have been in Escravos, Nigeria?

22 A Correct.

23 Q So looking at Exhibit 1, that would mean
24 that if Chevron were to have allowed Mr. Snookal to
25 work in Escravos, he would have been at the annual

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1 premium of 55 percent; is that correct?

2 MS. FAN: Objection. Incomplete
3 hypothetical.

4 THE WITNESS: That's correct, based on the
5 document you've shared. I see 55 percent associated
6 with Nigeria, Escravos.

7 BY MS. LEAL:

8 Q And what does it mean to be at 55 percent
9 annual percentage?

10 A It could be interpreted as a hardship
11 allowance that we give our employees for going to
12 these different locations, and it's in recognition
13 of maybe a loss of amenities that they would be used
14 to in their home country as well as due to the
15 extreme conditions, lack of medical facilities or
16 access, other goods and services that they might not
17 be able to get.

18 So 55 percent, as an example, would mean
19 it's 55 percent additional income on top of their
20 base salary.

21 Q Okay. So you testified earlier that when
22 you were in Kazakhstan, that Chevron USA paid your
23 salary. Do you know if the same would have been
24 true with respect to Mr. Snookal had he gone to
25 Escravos?

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1 delivery model. This was handled by another group
2 within HR, not me specifically as senior HR manager
3 in a refinery for my team as HR business partners.
4 This -- this policy, tax equalization administered
5 by HR Shared Service is a completely different
6 group.

7 Q What is HR Shared Services?

8 A That is an organization within HR that
9 administers various processes for HR. Could be
10 reporting. It could be global mobility topics.
11 It -- in short, it's an organization within HR at
12 Chevron.

13 Q And so there's this organization called
14 "Human Resources Shared Services" that reports to
15 whom?

16 A Can you clarify what -- what date you're
17 talking about?

18 Q 2019.

19 A So that shared services organization would
20 report in to our HR leaders. It's one of the
21 organizations that exists. So I -- 2019 time frame,
22 I couldn't tell you who they exactly reported in to.

23 Q Do you know what "Human Resources Shared
24 Services" mean; in other words, shared services?

25 MS. FAN: Vague and ambiguous.

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1 THE WITNESS: As I've mentioned, it's an
2 organization within Chevron HR that handles a
3 variety of processes for us. I don't know what
4 topics you would like me to refer to, but they're --
5 they're just an organization that is under our
6 umbrella.

7 BY MS. LEAL:

8 Q Okay. And this organization under your
9 umbrella, are they located in the Philippines and in
10 Argentina?

11 A Yes.

12 MS. FAN: Vague and ambiguous.

13 BY MS. LEAL:

14 Q Do the different Chevron subsidiary --
15 strike that.

16 Are you aware if the different Chevron
17 subsidiaries are required to abide by the same
18 Chevron personnel policies?

19 MS. FAN: Objection. Calls for
20 speculation. Calls for a legal conclusion.

21 THE WITNESS: We have Chevron-wide policies
22 that exist, and then we have policies that may exist
23 due to local laws and regulations.

24 BY MS. LEAL:

25 Q Do you know if there are policies that

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1 Mr. Snookal was unfit for duty for the Escravos
2 assignment. And once that determination is made,
3 then they begin to inform the employee so that they
4 know that the expat assignment is not going to
5 happen, as well as make necessary parties aware so
6 that we can figure out what role the employees is
7 going to go into instead.

8 BY MS. LEAL:

9 Q So who was the individual or individuals
10 who actually made the decision to retract the expat
11 assignment to Mr. Snookal?

12 MS. FAN: Objection. Calls for
13 speculation.

14 THE WITNESS: I am only aware of the
15 medical personnel that were part of making that
16 determination of unfit for duty.

17 BY MS. LEAL:

18 Q And who were those medical personnel that
19 you're referring to?

20 A It would be Chevron Nigeria Health and
21 Medical, so people that were actually in that
22 location, as well as Dr. Levy, who is a doctor who
23 looked over multiple locations.

24 Q And do you remember the names of the
25 medical personnel in Chevron Nigeria in Health and

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1 Medical that you referenced?

2 A No, I don't.

3 MS. FAN: Counsel, we've been going for
4 about an hour. And when you get to a good stopping
5 point, could we take a five-minute break?

6 MS. LEAL: We can take a five-minute break
7 now.

8 MS. FAN: Okay. Thank you.

9 MS. LEAL: Thank you.

10 THE VIDEO OPERATOR: We are off the record.
11 The time is 11:00 a.m.

12 (Recess)

13 THE VIDEO OPERATOR: We are back on the
14 record. The time is 11:10 a.m.

15 MS. LEAL: I'm going to put in the chat
16 another document marked Exhibit 3.

17 (Exhibit 3 was marked for identification.)

18 BY MS. LEAL:

19 Q Let me know when you have it, Mr. Powers.

20 A Okay. I'm pulling it up now. Okay. I
21 have it.

22 Q Why don't you scroll through it. For the
23 record, it is a three-page document Bates number
24 CUSA000538 through 540.

25 So look at the first email beginning on

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1 page 539, which is the second page. The first email
2 is dated September 4, 2019, at 7:21 a.m. from
3 Mr. Snookal to you.

4 Do you see that?

5 A Yes, I do.

6 Q And the email begins, "Andrew, I am very
7 disappointed in the decision by Chevron Medical to
8 classify me as," quote/unquote, "'unfit' for the
9 Reliability Engineering Manager position at EGTL. I
10 believe this decision was made based on a lack of
11 understanding and stereotypical assumptions about my
12 medical condition and is, therefore, discriminatory
13 in nature. As my condition does not affect my
14 ability to perform the job duties of that position,
15 I require no ongoing care outside of annual
16 monitoring, working in a remote location does not
17 affect my condition, a complication from my
18 condition would cause no harm to others, and I have
19 no work restrictions from my physician this decision
20 seems excessively paternalistic." And it goes on
21 for another long paragraph, two paragraphs.

22 Do you remember receiving this email from
23 Mr. Snookal, Mr. Powers?

24 A I'm still reading through it. If I could
25 just read through the rest, I'll confirm.

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1 Q Okay.

2 A Okay. Yes. I'm familiar with this email.

3 Q Would you look at the last page of
4 Exhibit 3, Mr. Snookal's signature line.

5 Are you there?

6 A Yes.

7 Q He was at the time an IEA reliability team
8 lead, but at the bottom, it says, in bold "Chevron
9 Products Company."

10 Do you know if Chevron Products Company
11 paid Mr. Snookal's salary at the time?

12 MS. FAN: Objection. Calls for
13 speculation. Calls for a legal conclusion.

14 THE WITNESS: I do not know if it was
15 listed as Chevron Products Company or Chevron USA.
16 I would need to confirm that.

17 BY MS. LEAL:

18 Q Okay. So is it possible for him to be
19 working for Chevron Products Company, but, at the
20 same time, being paid by Chevron USA?

21 MS. FAN: Calls for speculation. Calls for
22 a legal conclusion.

23 THE WITNESS: I guess it's possible.

24 BY MS. LEAL:

25 Q But going back to the second page of this

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1 document, Exhibit 3, you sent an email that same day
2 at 7:35 a.m. to Mr. Snookal replying to him, and
3 then you copied Ms. Tse as well as Austin Ruppert.

4 Do you see that?

5 A Yes, I do.

6 Q And in this email from you to Mr. Snookal,
7 you're thanking him for bringing this issue to your
8 attention, and you said: Let me look into this and
9 I'll get a better understanding and we'll get back
10 to you ASAP. Correct?

11 A Yes. I also said, "This is the first I'm
12 hearing of this."

13 Q Right. So no one else, including the
14 Nigeria business unit, had not reached out to you in
15 connection with the job offer that was rescinded in
16 Nigeria. Correct?

17 A No. Correct.

18 Q So after responding to Mr. Snookal at
19 7:35 a.m., you then sent an email, same day, at
20 7:41 a.m. to Troy Tortorich -- I don't know if I'm
21 pronouncing the name correctly or not, but it's
22 T-o-r-t-o-r-i-c-h, and to Austin Ruppert, and you
23 again copied Ms. Tse.

24 Do you see that email?

25 A Yes, I do.

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1 Q And you said, "Austin/Troy, please be
2 thinking about what role Mark could do if this falls
3 through."

4 What you were referring to is the actual --
5 the fact that the job was rescinded in Nigeria?

6 A That's correct.

7 Q And then you go on to say, "Thalia and I
8 will investigate and see what medical can share/set
9 up with an appropriate response."

10 Do you see that?

11 A I see that.

12 Q The next paragraph in your email, you say,
13 "Note he finds this discriminatory, however, that is
14 hard to know without further context from medical,"
15 period.

16 Who is the medical that you're referring to
17 there?

18 A In this sentence, I was referring to
19 medical at a broad level, not a specific individual.

20 Q Would it have been Nigeria business unit?

21 A At this point in time, I wasn't even
22 specifically referring to Nigeria, just medical,
23 which is another organization within Chevron.

24 Q And where is that organization?

25 MS. FAN: Vague and ambiguous. Calls for

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1 speculation.

2 BY MS. LEAL:

3 Q Where is that organization geographically
4 located?

5 MS. FAN: Same objections.

6 THE WITNESS: We have medical personnel
7 throughout all of our assets in the company, so I
8 would need more specific, if you could.

9 BY MS. LEAL:

10 Q Okay. And when you say "all of our
11 assets," it's worldwide, I imagine?

12 MS. FAN: Objection. Calls for -- calls
13 for a legal conclusion. Vague and ambiguous. Calls
14 for speculation.

15 THE WITNESS: We have medical
16 representatives in Chevron that are Chevron
17 employees that are looking over different assets.

18 BY MS. LEAL:

19 Q What do you mean by "assets"?

20 A Business units.

21 Q Okay. And these business units can be
22 located around the world?

23 A Yes.

24 MS. FAN: Objection. Calls for
25 speculation. Calls for a legal conclusion. Vague

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1 and ambiguous.

2 THE WITNESS: Yes. We're a global company.

3 BY MS. LEAL:

4 Q So the next sentence in that second
5 paragraph, you say, "I am sure there is a very good
6 reason why this was rescinded."

7 Do you see that?

8 A Yes.

9 Q And when you wrote this email, you had not
10 started your investigation, correct?

11 A That's correct.

12 Q So were you giving -- I'm sorry. Did I cut
13 you off? I apologize if I did.

14 A It was within, you know, a very short time
15 frame of first hearing about it, so I had not ticked
16 that off yet.

17 Q So you were giving Chevron the benefit of
18 the doubt, then, that there was a very good reason
19 for it?

20 MS. FAN: Objection. Argumentative. Vague
21 and ambiguous.

22 THE WITNESS: I don't know that I would
23 phrase it as "benefit of the doubt." However, I do
24 know we have various policy, and as we spoke about
25 earlier, we comply with all federal, state, local

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1 he was interested in applying for those roles. And
2 so that's what I see from this email.

3 BY MS. LEAL:

4 Q So after you advised Mr. Snookal that the
5 position in Escravos would not go forward, did you
6 personally look for any positions which might be
7 comparable for Mr. Snookal?

8 MS. FAN: Objection. Calls for a legal
9 conclusion.

10 THE WITNESS: I don't recall at this point.
11 I do remember making sure his supervisor and his PDR
12 were involved in those discussions with Mark to
13 determine what roles would be available.

14 BY MS. LEAL:

15 Q So you didn't ask Ms. Tse also to look for
16 any positions which might be comparable to the
17 Escravos position for Mr. Snookal?

18 MS. FAN: Objection. Calls for a legal
19 conclusion.

20 THE WITNESS: I don't recall.

21 MS. LEAL: Let's move on to the next
22 exhibit, Exhibit 5, which I just posted on the chat.
23 It's a two-page document Bates No. CUSA000542 and
24 543. It is a document with two emails, one on the
25 bottom, and an email from Mr. Snookal to Mr. Powers

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1 with a copy to others, dated September 4th at
2 7:21 a.m.

3 (Exhibit 5 was marked for identification.)

4 BY MS. LEAL:

5 Q And do you recognize that email,
6 Mr. Powers, as the same email that we discussed
7 earlier in Exhibit 3?

8 A Yes. I recognize it.

9 Q So the only new email on this Exhibit 5 is
10 the email at the top, correct?

11 A That's correct.

12 Q And the email at the top is an email from
13 you to Mr. Snookal, correct?

14 A That's correct.

15 Q So you've seen this document before today?

16 A Yes. It's an email that I sent.

17 Q In the second paragraph, you say, "I've
18 reached out to the medical department." And I just
19 want to clarify, the medical department to whom
20 you're referring here is Dr. Levy?

21 A That's correct.

22 Q And then you say, "I understand a thorough
23 review was conducted and alternatives were
24 explored."

25 Is that understanding based upon your

Andrew Powers

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1 conversation with Dr. Levy as well?

2 A Yes. That's correct.

3 Q And where were the alternatives that were
4 explored that you mention here?

5 A So through my summary and overview provided
6 by Dr. Levy, I know that they did explore whether
7 another location in Nigeria would be suitable. That
8 location, Lagos, has more medical facilities that
9 would be available. However, ultimately it was
10 determined that that would not be an appropriate
11 location for the role to be performed. It would not
12 be possible for Mark to perform his duties from that
13 location. And that was the main alternative that
14 was explored.

15 Q Transferring Mr. Snookal to work from Lagos
16 instead of Escravos but performing the same job, the
17 reliability engineering manager's job?

18 A That's correct. Could he perform that job
19 effectively from another location is what we
20 explored.

21 Q And the answer was no.

22 A That's correct.

23 Q And then you go on to say, "We would
24 respectfully disagree that the determination was
25 based on stereotyping or impermissible

Andrew Powers

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1 discrimination."

2 Do you see that?

3 A I see that.

4 Q As of 2019, September of 2019, how many
5 investigations of complaints of discrimination
6 involving disability had you performed?

7 MS. FAN: Objection. Vague and ambiguous.
8 Calls for a legal conclusion.

9 THE WITNESS: How many investigations had I
10 been part of?

11 BY MS. LEAL:

12 Q Yeah.

13 A Was that your question?

14 To my recollection, no other investigations
15 that I personally was part of.

16 Q So as of September 2019 -- I'm going to
17 expand my question. Let me start again.

18 So as of September 2019, had you conducted
19 any type of investigation into employee complaints
20 of discrimination? Any form of discrimination?

21 MS. FAN: Objection. Vague and ambiguous.
22 Calls for a legal conclusion.

23 THE WITNESS: Are you talking about
24 infinite amount of time, or just in September of
25 2019? What time period are you referring to? Can

Andrew Powers

September 17, 2024

1 interact with the local manager in Nigeria.

2 BY MS. LEAL:

3 Q Did you ask Ms. Tse to do so?

4 A No, I did not.

5 Q Okay. I'm going to put in the chat one
6 last exhibit, and it will be Exhibit 12.

7 (Exhibit 12 was marked for identification.)

8 BY MS. LEAL:

9 Q Let me know when you see this.

10 A Okay. It just came through. I'm opening.

11 Q And for the record, is it a two-page
12 document. CUSA000650 and 651.

13 A Okay. I have it open.

14 Q Great. And if you'll see in the middle of
15 this email string, the top email is an email from
16 you to Jones, M.D. Jones, on September 4th.

17 Was this the same doctor you referred to
18 earlier today, Dr. Ayanna?

19 A That's correct.

20 Q So Ayanna Jones, correct?

21 A That's correct.

22 Q And Dr. Ayanna Jones was located at least
23 in 2019, in Houston, Texas. Correct?

24 A Correct. Based on the email signature
25 line, that's what it looks like.

Andrew Powers

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1 Q And so this is the exhibit that you were
2 referring to when Dr. Ayanna Jones referred you to
3 another person to speak with in connection with
4 Mr. Snookal's complaint?

5 A That's correct. Just looking to make
6 contact with health and medical, and then was
7 pointed to someone else.

8 Q Her email says, "Hello, Andrew. The
9 EEMEA." Do you know what that acronym stands for?

10 A It's our -- at the time was our Europe and
11 Middle Eastern Africa business segment, which
12 encompassed multiple countries under it. And so
13 this regional medical director -- or medical manager
14 looked over multiple countries.

15 Q Do you know who that person was in 2019?

16 A Yes. Dr. Levy.

17 MS. LEAL: Okay. I have no further
18 questions. You have time to spare to get to your
19 bus.

20 Ms. Court Reporter, we'll just handle the
21 transcript under Code.

22 MS. FAN: Oh, Counsel, I apologize. I do
23 have a couple of questions on my own. I'm aware of
24 the 2:00 o'clock end time, and we'll try to get us
25 all out of here by then.

Andrew Powers

September 17, 2024

1 I, the undersigned, a Certified Shorthand
2 Reporter of the State of California, do hereby
3 certify:

4 That the foregoing proceedings were taken
5 before me at the time and place herein set forth;
6 that any witnesses in the foregoing proceedings,
7 prior to testifying, were duly sworn; that a record
8 of the proceedings was made by me using machine
9 shorthand which was thereafter transcribed under my
10 direction; that the foregoing transcript is a true
11 record of the testimony given.

12 Further, that if the foregoing pertains to
13 the original transcript of a deposition in a Federal
14 Case, before completion of the proceedings, review
15 of the transcript [] was [] was not requested.

16 I further certify I am neither financially
17 interested in the action, nor a relative or employee
18 of any attorney or party to this action.

19 IN WITNESS WHEREOF, I have this date
20 subscribed my name.

21
22 Dated: October 1, 2024


23
24 
25 JANE BRAMBLETT, CLR, CCRR
CSR No. 7574

EXHIBIT 17 -3

09.17.24

Andrew Powers**3**

From: Powers, Andrew <Andrew.Powers@chevron.com>
Sent: Wednesday, September 4, 2019 12:49 PM
To: Tortorich, Troy; Ruppert, Austin
Cc: Tse, Thalia
Subject: RE: Rescinded Job Offer in Nigeria

All – Not for forwarding, but I wanted to give you a quick update. Apologies for the lengthy e-mail as I am traveling.

First, I heard back from medical. They were not able to provide any specific medical information but could state that having a medical condition by itself does not disqualify an individual if the risk can be managed effectively at the host location. In this situation, the host medical team reviewed the case and given the inherent risk and inability to mitigate/eliminate this risk in Escravos, led to the decision of unfit for expat assignment in this case. They did look into whether the position could be moved to Lagos, where there are hospitals and better medical resources but that was not feasible. It is common for the treating physician's decision to be overridden, this happens when the treating provider does not understand the local medical resources at the host location, the difficulty medically evacuating a person from the location, and the risk tolerance of the host, in short disagreements do happen. The use of the term "low risk" is a little misleading here as there is a specific risk of his underlying condition becoming problematic and although the treating doctor reported this individuals risk to be lower than what is written in the medical literature, it's still significant and higher than the business was willing to accept.

Second, I have asked medical how we have responded to these in the past. Mark is not the first person to be deemed unfit for expat assignment. I'd like to get proper and effective language before responding to Mark and let him know who his resources are to further discuss medical details (it is not appropriate if he discusses his condition with you, me or anyone besides medical).

Third, I think you will be best prepared by thinking about what role Mark can do within El Segundo. Do you have an existing vacancy? Do we have any roles that he could be good for in the near future? He mentions a backfill was identified, is that already finalized? I know it would not be ideal, but would you want to consider rescinding that person's offer since Mark's offer fell through? Main intent here is that we need to give Mark the assurance (if possible) that he should not worry about NOT having a job (we will figure something out). It is clear he is frustrated about not getting the expat role, but now is concerned what his employment looks like in general.

I will report back once I hear back from medical on how they have responded to these in the past. In the meantime, if you have any questions that need immediate attention, please feel free to call Thalia or myself.

Kind Regards,

Andrew Powers
HR Manager, El Segundo Refinery
Andrew.Powers@chevron.com

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From: Powers, Andrew C
Sent: Wednesday, September 4, 2019 7:41 AM

To: Tortorich, Troy (TRMT) <TRMT@chevron.com>; Ruppert, Austin <Austin.Ruppert@chevron.com>

Cc: Tse, Thalia <thaliatse@chevron.com>

Subject: Fwd: Rescinded Job Offer in Nigeria

Austin/Troy,

Please be thinking about what role Mark could do if this falls through. Thalia and I will investigate and see what medical can share/set us up with an appropriate response.

Note he finds this discriminatory, however, that is hard to know without further context from medical. I am sure there is a very good reason why this was rescinded.

Andrew

Sent from my iPhone

Begin forwarded message:

From: "Powers, Andrew C" <Andrew.Powers@chevron.com>

Date: September 4, 2019 at 7:35:44 AM PDT

To: "Snookal, Mark" <Mark.Snookal@chevron.com>

Cc: "Tse, Thalia" <thaliatse@chevron.com>, "Ruppert, Austin" <Austin.Ruppert@chevron.com>

Subject: Re: Rescinded Job Offer in Nigeria

Mark,

Thank you for bringing this to our attention. This is the first I am hearing of this. Therefore, please let me look into this and see if I can get a better understanding of why. We will get back to you ASAP.

Andrew

Sent from my iPhone

On Sep 4, 2019, at 7:21 AM, Snookal, Mark <Mark.Snookal@chevron.com> wrote:

Andrew,

I am very disappointed in the decision by Chevron Medical to classify me as "unfit" for the Reliability Engineering Manager position at EGTL. I believe this decision was made based on a lack of understanding and stereotypical assumptions about my medical condition and is, therefore, discriminatory in nature. As my condition does not affect my ability to perform the job duties of that position, I require no ongoing care outside of annual monitoring, working in a remote location does not affect my condition, a complication from my condition would cause no harm to others, and I have no work restrictions from my physician this decision seems excessively paternalistic.

After the initial finding of "unfit," I appealed the decision, and Chevron Medical requested permission to contact the specialist who cares for me, and I agreed. That specialist sent an email to Chevron Medical, stating that my condition is stable and has been for three years and that the risk is "low." That same physician had earlier provided me with a letter stating that "it is safe for him [me] to work in Nigeria...His [my] condition is under good control, and no special treatment is needed." Which I provided to Chevron Medical before they made their initial determination of "unfit." Additionally, I passed all aspects of the regular examination, and the issue arises purely from a question about medical history.

Aside from my complaint of medical discrimination, where does their decision leave me? I spoke with the manager I would have reported to in Nigeria this morning, and they are rescinding the offer, but my position in El Segundo has already been filled.

Mark Snookal
IEA Reliability Team Lead

Chevron Products Company
El Segundo Refinery
324 W. El Segundo Blvd.
El Segundo, CA 90245
Tel 310.615.5208
Mobile 310.678.5914
Mark.Snookal@chevron.com

EXHIBIT 17-5

From: Powers, Andrew <Andrew.Powers@chevron.com>
Sent: Friday, September 6, 2019 7:57 AM
To: Snookal, Mark
Cc: Tse, Thalia; Ruppert, Austin
Subject: RE: Rescinded Job Offer in Nigeria

Mark,

Thanks for your email and I hear your concerns.

I've reached out to the Medical Department and while I'm not privy to any medical information, I understand a thorough review was conducted and alternatives were explored. We would respectfully disagree that the determination was based on stereotyping or impermissible discrimination.

In terms of next steps, we will ensure you have a position in El Segundo. However, the PDC is also exploring alternative expat and domestic assignments and we should have more information on that soon.

Regards,

Andrew Powers

HR Manager, El Segundo Refinery

Andrew.Powers@chevron.com

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From: Snookal, Mark <Mark.Snookal@chevron.com>
Sent: Wednesday, September 4, 2019 7:21 AM
To: Powers, Andrew C <Andrew.Powers@chevron.com>
Cc: Tse, Thalia <thaliatse@chevron.com>; Ruppert, Austin <Austin.Ruppert@chevron.com>
Subject: Rescinded Job Offer in Nigeria

Andrew,

I am very disappointed in the decision by Chevron Medical to classify me as "unfit" for the Reliability Engineering Manager position at EGTL. I believe this decision was made based on a lack of understanding and stereotypical assumptions about my medical condition and is, therefore, discriminatory in nature. As my condition does not affect my ability to perform the job duties of that position, I require no ongoing care outside of annual monitoring, working in a remote location does not affect my condition, a complication from my condition would cause no harm to others, and I have no work restrictions from my physician this decision seems excessively paternalistic.

After the initial finding of "unfit," I appealed the decision, and Chevron Medical requested permission to contact the specialist who cares for me, and I agreed. That specialist sent an email to Chevron Medical, stating that my condition is stable and has been for three years and that the risk is "low." That same physician had earlier provided me with a letter stating that "it is safe for him [me] to work in Nigeria...His [my] condition is under good control, and no special treatment

is needed.” Which I provided to Chevron Medical before they made their initial determination of “unfit.” Additionally, I passed all aspects of the regular examination, and the issue arises purely from a question about medical history.

Aside from my complaint of medical discrimination, where does their decision leave me? I spoke with the manager I would have reported to in Nigeria this morning, and they are rescinding the offer, but my position in El Segundo has already been filled.

Mark Snookal
IEA Reliability Team Lead

Chevron Products Company

El Segundo Refinery
324 W. El Segundo Blvd.
El Segundo, CA 90245
Tel 310.615.5208
Mobile 310.678.5914
Mark.Snookal@chevron.com

EXHIBIT 17 -12

From: Powers, Andrew C [/O=EXCHANGELABS/OU=EXCHANGE ADMINISTRATIVE GROUP (FYDIBOHF23SPDLT)/CN=RECIPIENTS/CN=AFB7F7C935FE4FB4938203195698DFA-BDQS]

Sent: Wed 9/4/2019 2:42:07 PM Coordinated Universal Time

To: Jones MD, Ayanna [Ayanna.Jones@chevron.com]

Cc: Tse, Thalia [thaliatse@chevron.com]; Levy, Scott [Scott.Levy@chevron.com]

Subject: Re: Rescinded Job Offer in Nigeria

09.17.24

Andrew Powers

12

Thank you Dr. Ayana.

Would be great if we can get some further justification and suggested response today.

Sent from my iPhone

On Sep 4, 2019, at 7:39 AM, Jones MD, Ayanna <Ayanna.Jones@chevron.com> wrote:

Hello Andrew,

The EMEA Regional Medical Manager would be able to provide you with context on this case and appropriate response.

Regards,

Ayanna Jones, MD, MPH
Manager US Occupational and
Expatriate Health Services
Chevron Services Company
A Division of Chevron U.S.A. Inc.
TR & HM COE
Global Health and Medical
1400 Smith, #03196
Houston, TX 77002
Tel: (713)372-5921
Fax: (713)372-5941
Email: Ayanna.Jones@chevron.com

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From: Powers, Andrew C <Andrew.Powers@chevron.com>

Sent: Wednesday, September 04, 2019 9:33 AM

To: Jones MD, Ayanna <Ayanna.Jones@chevron.com>

Cc: Tse, Thalia <thaliatse@chevron.com>

Subject: Fwd: Rescinded Job Offer in Nigeria

Dr. Ayana,

Are you able to provide me with any context on the below and suggested response? Is this common to have conflicting views between someone's personal physician and Chevron Expat Medical?

If there is another resource you would suggest, could I please have their name?

Note that Mark finds this discriminatory in nature, however, this is hard to know with the limited information.

Kind Regards,

Andrew Powers

Sent from my iPhone

Begin forwarded message:

From: "Snookal, Mark" <Mark.Snookal@chevron.com>

Date: September 4, 2019 at 7:20:38 AM PDT

To: "Powers, Andrew C" <Andrew.Powers@chevron.com>

Cc: "Tse, Thalia" <thaliatse@chevron.com>, "Ruppert, Austin" <Austin.Ruppert@chevron.com>

Subject: Rescinded Job Offer in Nigeria

Andrew,

I am very disappointed in the decision by Chevron Medical to classify me as "unfit" for the Reliability Engineering Manager position at EGTL. I believe this decision was made based on a lack of understanding and stereotypical assumptions about my medical condition and is, therefore, discriminatory in nature. As my condition does not affect my ability to perform the job duties of that position, I require no ongoing care outside of annual monitoring, working in a remote location does not affect my condition, a complication from my condition would cause no harm to others, and I have no work restrictions from my physician this decision seems excessively paternalistic.

After the initial finding of "unfit," I appealed the decision, and Chevron Medical requested permission to contact the specialist who cares for me, and I agreed. That specialist sent an email to Chevron Medical, stating that my condition is stable and has been for three years and that the risk is "low." That same physician had earlier provided me with a letter stating that "it is safe for him [me] to work in Nigeria...His [my] condition is under good control, and no special treatment is needed." Which I provided to Chevron Medical before they made their initial determination of "unfit." Additionally, I passed all aspects of the regular examination, and the issue arises purely from a question about medical history.

Aside from my complaint of medical discrimination, where does their decision leave me? I spoke with the manager I would have reported to in Nigeria this morning, and they are rescinding the offer, but my position in El Segundo has already been filled.

Mark Snookal

IEA Reliability Team Lead
Chevron Products Company
El Segundo Refinery
324 W. El Segundo Blvd.
El Segundo, CA 90245
Tel 310.615.5208
Mobile 310.678.5914
Mark.Snookal@chevron.com

EXHIBIT 18

UNITED STATES DISTRICT COURT
FOR THE CENTRAL DISTRICT OF CALIFORNIA

MARK SNOOKAL, an individual,)	
)	
)	
Plaintiff,)	
vs.)	Case No.
)	2:23-cv-6302-HDV-AJR
)	
CHEVRON USA, INC., a California)	
Corporation, and DOES 1 through)	
10, inclusive,)	
)	
Defendants.)	

REPORTER'S TRANSCRIPT

VIDEOTAPED DEPOSITION OF

DR. ESHIOFE ASEKOMEH

Thursday, October 10, 2024

Via Zoom Video Conferencing

7:03 a.m.

Reported by: Rachel N. Barkume, CSR, RMR, CRR
Certificate No. 13657

Dr. Eshiofe Asekomeh

October 10, 2024

A P P E A R A N C E S

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THE VIDEOGRAPHER:

Jacob Rivera

ALSO PRESENT:

Eguono Erhun, In-House Counsel for Chevron

Dr. Eshiofe Asekomeh

October 10, 2024

1 foundation. Let me just -- Doctor, when I object,
2 unless I instruct you not to answer, you should still
3 answer the question. I'm just making objections for the
4 record. So unless I'm instructing you not to answer, go
5 ahead and answer her questions.

6 THE WITNESS: Okay. So by the nature of this
7 contract, Deep Drill is providing medical services to
8 Chevron by supplying manpower, doctors and nurses.

9 BY MS. LEAL:

10 Q. Do you know if Deep Drill Oil Services provides
11 medical services to any other companies other than
12 Chevron, or is Chevron the only client?

13 A. I don't know.

14 MR. MUSSIG: Calls for speculation.

15 BY MS. LEAL:

16 Q. So prior to 2020, who was your employer?

17 A. So prior to 2020, my employer was Delog Nigeria
18 Limited, D-E-L-O-G, Delog Nigeria Limited.

19 Q. So prior to 2020, your employer was Delog
20 Nigeria Limited?

21 A. Yes. That's D-E-L-O-G.

22 Q. So what business was Delog Nigeria Limited in
23 at the time?

24 MR. MUSSIG: Calls for speculation. Lacks
25 foundation.

Dr. Eshiofe Asekomeh

October 10, 2024

1 THE WITNESS: Okay. So -- so for my group, it
2 was, again, provision of manpower, doctors and nurses,
3 to Chevron in this instance.

4 BY MS. LEAL:

5 Q. Okay. Do you know if Delog Nigeria Limited
6 provided doctors and nurses to other companies other
7 than Chevron at the time?

8 MR. MUSSIG: Calls for speculation.

9 THE WITNESS: I don't know.

10 BY MS. LEAL:

11 Q. Okay. Has Chevron directly ever paid your
12 salary?

13 A. No.

14 Q. So the work that you did for Chevron was paid
15 either by Delog Nigeria Limited or by Deep Drill Oil
16 Services in conjunction with the contract that those
17 companies had with Chevron; is that correct then?

18 A. Can you rephrase that question?

19 Q. Yes. I want to make sure I understand.

20 Prior to 2020, and since then, all of the work
21 that you have performed for Delog Nigeria Limited and
22 Deep Drill Oil Services was work that you did in
23 connection with services for Chevron.

24 A. Yes.

25 Q. Other than Chevron, did you have any other

Dr. Eshiofe Asekomeh

October 10, 2024

1 companies for which you provided any services at any
2 time during your employment with either Delog Nigeria
3 services or Deep Drill Oil Services?

4 A. No.

5 Q. When did you first start doing any work for
6 Chevron?

7 A. My contract started in 2011.

8 Q. And at that time, then, your salary -- your
9 compensation was paid by Delog?

10 A. No. So from 2011, my contract company was IMS
11 Medical Services.

12 Q. I-V, as in Victor?

13 A. No. IMS, International Medical Services
14 Limited.

15 Q. I apologize. What were the letters again?

16 A. IMS. S --

17 Q. "X" like X-ray.

18 A. -- for services. No, "S" like services.

19 Q. IMS.

20 A. Yes.

21 Q. Okay. And how long did you have a contract
22 with IMS Medical Services? From 2011 until when?

23 A. 2011 until about -- I'm not sure now. I have
24 to look that up. About 2005, 2006.

25 Oh, sorry, '15, '16. '11 to '15, '16.

Dr. Eshiofe Asekomeh

October 10, 2024

1 did residency training in internal medicine in the
2 University of Port Harcourt Teaching House, which was
3 specializing in the West African College of Physician.
4 Between 2003 and 2009, junior residency for three years
5 in general internal medicine, and then the last three
6 years subspecializing in neurology.

7 I have a Master's in pharmacology from the
8 University of Port Harcourt in Nigeria. I have another
9 Master's in public health from the University of
10 Manchester. And then in between, I've done a course in
11 occupational health from the University College
12 Hospital, Ibadan, Nigeria.

13 Q. How do you spell Ibadan?

14 A. I-B-A-D-A-N.

15 Q. And how long have you been a physician -- a
16 licensed physician?

17 A. 1997 until date. Last 27 years.

18 Q. And do you have a medical specialty?

19 A. Yes.

20 Q. What is that?

21 A. I'm a physician, that's equivalent to the U.S.
22 internist, and I'm also a neurologist.

23 Q. An internist and neurologist. Okay.

24 A. Yes.

25 Q. Have you ever practiced cardiology?

Dr. Eshiofe Asekomeh

October 10, 2024

1 A. Not as a cardiologist.

2 Q. Have you ever seen an aortic dissection or
3 rupture?

4 A. No --

5 MR. MUSSIG: Vague and ambiguous as to "seen."

6 THE WITNESS: Can you clarify that?

7 BY MS. LEAL:

8 Q. Sure. Have you ever treated an individual who
9 had an aortic dissection or a rupture?

10 A. No.

11 Q. The contract which you have with Deep Drill Oil
12 Services, which you've had since, you said, 2020, does
13 that contract specify that you only do work for Chevron?

14 A. Not written in the contract.

15 Q. Do you only do work for Chevron, though?

16 A. Yes.

17 Q. And prior to 2020, have you only done work for
18 Chevron?

19 MR. MUSSIG: Vague and ambiguous.

20 THE WITNESS: Yes. When you say "do work," you
21 mean have contract with? Or what do you mean "do work"?

22 BY MS. LEAL:

23 Q. Well, in your work as a doctor, you said that
24 the company Delog provides doctors and nurses to
25 Chevron.

Dr. Eshiofe Asekomeh

October 10, 2024

1 So in your work as a doctor, do you provide
2 services to any other company other than Chevron?

3 A. No.

4 Q. So you're exclusive to Chevron then?

5 (Simultaneous crosstalk. Reporter
6 clarification.)

7 MR. MUSSIG: Vague and ambiguous as
8 "exclusive."

9 BY MS. LEAL:

10 Q. I'll withdraw that. You've already answered my
11 other question.

12 So let's focus on your job duties during the
13 time that you were an occupational health physician.

14 Can you tell me what your job duties were?

15 A. Okay. So specific for the occupational health
16 duties, I did annual --

17 (Reporter clarification.)

18 THE WITNESS: Annual or periodic medical --

19 BY MS. LEAL:

20 Q. Annual or periodic --

21 A. -- medical --

22 Q. -- medical --

23 A. -- exams for the local employees, their
24 dependents; retirees, and their dependents. I also did
25 work-related medicals for employees, pre-employments,

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1 recall also being deemed not fit for duty?

2 A. I will have to look at the record to answer.

3 Q. Okay. Other than Mr. Snookal, in 2019, 2020,
4 are there any individuals whom you deemed to be unfit
5 for duty because of an aortic dissection or an aortic
6 aneurysm?

7 A. No.

8 Q. So Mr. Snookal was the only one?

9 A. The only one with aortic aneurysm.

10 Q. Okay. So let's focus on the MSEA evaluations
11 that you were responsible for performing in 2019.

12 Can you tell me how you went about conducting
13 these evaluations?

14 MR. MUSSIG: Vague and ambiguous. Calls for a
15 narrative.

16 THE WITNESS: Okay. So do you want, like, a
17 generic description of what the process is like?

18 BY MS. LEAL:

19 Q. Yes.

20 A. Okay. So from both end, both from the Nigeria
21 end and the U.S. end, or any other country where MSEAs
22 are done, there is a specific list of what you are
23 supposed to do, and that is captured in the Medical
24 Examination Protocol book that is a global guide to
25 Chevron occupational health screenings, work-related

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1 screenings that tells you what forms the client should
2 fill. So we have a form for collecting background
3 medical --

4 (Reporter clarification.)

5 THE WITNESS: Medical history of the patient.
6 There are forms for specific things. Authorization,
7 medical history, medical examination by his physician or
8 the physician who is doing the MSEA, and then there's a
9 list of investigations to be done for MSEA, what blood
10 works, X-rays, and all of that.

11 And after that is done, as of that time, the
12 country of origin would send those documents to the
13 destination country, and it is the job of the
14 destination country to review those documents and make a
15 determination of fitness or no fitness. So it is --

16 (Reporter clarification.)

17 THE WITNESS: It is sent -- it is sent through
18 the electronic medical record system. So you get an
19 e-mail when it has been sent to you to say documents for
20 Mr. XYZ has been sent to you. So you go to the EMR and
21 look at those documents, go through all the forms, make
22 sure they're properly filled, make sure the person has
23 been examined, look at the examination finding, look at
24 the medical history of that person, look at the results,
25 and make sure the results are complete and they are all

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1 normal. Okay?

2 If there is any abnormality, make sure there is
3 an explanation or the fact that the person has been
4 reviewed. And if you are not comfortable with any of
5 those results, you send back a message to the team that
6 sends you those MSEA documents and ask for further
7 investigation or ask for further review, which you then
8 get back and then you make a determination.

9 BY MS. LEAL:

10 Q. Thank you. Can you tell me again what is the
11 name of that guide?

12 What is the title of that guide that you
13 utilized in ensuring that everything is completed, the
14 global guide?

15 A. That is the Medical Examination Protocol, MEP,
16 Medical Examination Protocol.

17 Q. And is that a Chevron document, to your
18 knowledge?

19 A. Yes.

20 Q. And this Medical Examination Protocol document
21 is a document that you utilize in order to ensure that
22 you properly conduct these MSEAs; correct?

23 A. So it's a guide to tell you what -- what
24 investigations and what forms needs to be filled and
25 what needs to be done for every protocol. So for MSEA,

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1 please?

2 MS. LEAL: Sure.

3 THE VIDEOGRAPHER: All right. Going off the
4 record at 8:04 a.m.

5 (Off the record.)

6 THE VIDEOGRAPHER: All right. We're back on
7 the record at 8:17 a.m.

8 BY MS. LEAL:

9 Q. Dr. Asekomeh, from 2016 through 2020, when you
10 were in Warri as the occupational physician, did you
11 learn of any instances where an employee required
12 medical attention which the local Escravos clinic was
13 not equipped to handle?

14 A. Yes.

15 Q. And can you tell me about those instances that
16 you do recall?

17 A. Because of the date range given, it would be
18 difficult to recall specifics. But we do have medevacs
19 from Escravos to Warri almost on a regular basis.

20 Q. On what basis?

21 A. On a regular basis.

22 Q. What do you mean by "regular"? How many times
23 a week?

24 A. The answer I'm going to give you now is going
25 to be not -- maybe not for 2016, 2019. I've been here

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1 since 2020. So in the past week, I've had two medevacs.
2 That's not counting referrals. So we differentiate
3 between referrals and medevac. Medevacs are medevacs,
4 urgent, emergency. Referrals are things we can
5 prioritize, and then put them on normal flights out.

6 Q. If someone suffered an aortic rupture, that, in
7 your mind, would require a medevac?

8 A. Okay. Again --

9 MR. MUSSIG: Incomplete hypothetical.

10 THE WITNESS: That's --

11 (Reporter clarification.)

12 THE WITNESS: I said that's if the person
13 survives from where they are driven, gets to the -- to
14 even get them to the Escravos clinic. An aortic rupture
15 is a sudden, fatal event.

16 BY MS. LEAL:

17 Q. I'm sorry. Would you repeat what you said?

18 A. I said an aortic rupture oftentimes is fatal.

19 Q. An aortic rupture is oftentimes fatal.

20 A. Yes.

21 Q. Correct. So there's a possibility that the
22 person may just die as soon as there's a rupture, in
23 which case they would not even have to be medevacked
24 to --

25 A. Yes.

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1 "know"?

2 Q. Are you aware that Dr. Sobel was the doctor
3 selected by Chevron to conduct an examination of
4 Mr. Snookal?

5 MR. MUSSIG: Lacks foundation.

6 THE WITNESS: So this form was signed by
7 Dr. Sobel, and as I said, we use -- these forms are sent
8 through the electronic medical records. So for the form
9 to have been signed by him, it means that the U.S. team
10 were aware of him and that he had conducted the test
11 before he passed them into the EMR web chat and then
12 send them to me to review.

13 BY MS. LEAL:

14 Q. My question was a bit different.

15 Are you aware that Dr. Sobel who signed this
16 form was not Mr. Snookal's own physician but rather a
17 physician --

18 A. Yes.

19 Q. -- from Chevron selected to do the
20 examination?

21 A. Yes.

22 MR. MUSSIG: Lacks foundation.

23 BY MS. LEAL:

24 Q. And according to this form, he dated it
25 July 24th, 2019, and he determined that Mr. Snookal was

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1 fit for duty with restrictions of no heavy lifting more
2 than 50 pounds, and then he needed a review of a
3 recommendation letter from a cardiologist to clear him.

4 Is that your understanding?

5 MR. MUSSIG: Document speaks for itself.

6 THE WITNESS: Yes.

7 BY MS. LEAL:

8 Q. Did you speak with Dr. Sobel at all?

9 A. No.

10 Q. And did you at some point learn that Dr. Steven
11 Khan was Mr. Snookal's cardiologist?

12 A. Yes.

13 Q. Did you speak with Dr. Khan?

14 A. There's a report from Dr. Khan in these
15 records.

16 Q. My question was: Did you speak with Dr. Khan?

17 A. No.

18 Q. Did you speak with Mr. Snookal at all in
19 conjunction with your MSEA evaluation?

20 A. No.

21 Q. So you didn't speak with Mr. Snookal to find
22 out how long he had worked at Chevron prior to 2019
23 without any medical incidents?

24 MR. MUSSIG: Asked and answered.

25 THE WITNESS: No.

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1 BY MS. LEAL:

2 Q. No, you did not speak with him to find out that
3 information; correct?

4 A. It wasn't part of the process that I would
5 speak to him.

6 Q. Well, you could have spoken to him, could you
7 not?

8 MR. MUSSIG: Incomplete hypothetical. Calls
9 for speculation.

10 THE WITNESS: As I said, it's a process.
11 Wasn't part of the process.

12 BY MS. LEAL:

13 Q. Was there anything to preclude you from picking
14 up the phone or sending an e-mail to Mr. Snookal to get
15 more information from him in order for you to evaluate
16 him for assignment to Escravos?

17 A. So the way the process work was if I need any
18 further information, on that EMR web chat, I will
19 request for those information and the U.S. team will
20 handle it.

21 Q. Did you ask anyone in the U.S. team to find out
22 how Mr. -- how long Mr. Snookal had worked at Chevron
23 prior to 2019 without any medical incidents?

24 A. What will you need that information for?

25 Q. I'm just asking if you -- if you did.

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1 Did you contact any person to find out whether
2 Mr. Snookal had any prior medical incidents while
3 working at Chevron?

4 A. That information was not necessary.

5 Q. In your opinion, it was not necessary? Is that
6 correct?

7 A. As of that time, it wasn't necessary.

8 Q. So because you didn't find out any information
9 about Mr. Snookal's prior employment at Chevron, you
10 didn't know that he had worked there for ten years
11 before 2019 without any medical incidents; correct?

12 A. That information is not necessary.

13 Q. So the answer is "correct"?

14 A. Ask the question again.

15 MS. LEAL: Can I have the court reporter read
16 it back.

17 (Requested portion of record read.)

18 THE WITNESS: So -- so the form you showed
19 before has his medical history.

20 BY MS. LEAL:

21 Q. Did you know that Mr. Snookal had worked at
22 Chevron since 2009 without any medical incidents at
23 Chevron?

24 A. That's what I said. He sent in the medical
25 record form that shows his past medical history. So if

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1 he had an incident, it would be stated in his medical
2 record.

3 Q. So had he had one, it would be reflected in the
4 medical record, you're saying?

5 A. He would have stated it. The form 146, the
6 first part of it, he filled and state what medical
7 history he has. So the fact that he was on medication,
8 he stated that.

9 Q. Did you speak with anyone in Escravos who would
10 be Mr. Snookal's supervisor to understand the job duties
11 of the reliability engineering manager position?

12 A. No.

13 Q. Did you speak with anyone in Escravos who would
14 be Mr. Snookal's supervisor to determine whether the
15 supervisor believed Mr. Snookal should be cleared for
16 duty?

17 A. Again, the pathway --

18 (Reporter clarification.)

19 THE WITNESS: I said the pathway -- the medical
20 team doesn't speak to the supervisor. It was a process.
21 The medical team doesn't speak to his supervisor.

22 BY MS. LEAL:

23 Q. So if it's not listed in the guidelines or in
24 the process, you don't do it, then, is what you're
25 saying?

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1 role for managers, you don't do functional capacity
2 evaluation.

3 But having said that, Dr. Sobel talked about
4 lifting, not lifting up to so-so weight. So those will
5 tell you what and what that role is going to involve.
6 If I needed more information, I would talk to the U.S.
7 team to get that information, not his supervisor.

8 BY MS. LEAL:

9 Q. Did you think it was important for you to know
10 what a reliability engineering manager position entailed
11 in order to be able to properly assess Mr. Snookal,
12 whether he was fit for duty or not?

13 A. That question has two answers. Okay? So if I
14 was writing my decision on whether he had to lift weight
15 above 30 kg, because Dr. Sobel had said fit with
16 limitation would not lift 30 kg, then I would have to
17 find out whether his job role involved lifting 30 kg.

18 The bulk of that decision was taken on the fact
19 that if he had a medical event, we would not be able to
20 support him in Escravos, irrespective of his job role.
21 So that is my answer.

22 Q. Did you review the job description for the
23 reliability engineering manager?

24 A. I can't remember now. But there was no issue
25 around his duty.

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1 BY MS. LEAL:

2 Q. So he was qualified, then -- by the time you
3 were involved, he was deemed qualified to perform the
4 job of an REM; correct?

5 MR. MUSSIG: Calls for speculation. Lacks
6 foundation.

7 THE WITNESS: I wasn't part of that
8 determination. Mine was to decide is this man, coming
9 to Escravos, fit to come. Would we be able to manage
10 him if he had any issues, medically --

11 BY MS. LEAL:

12 Q. Were you aware -- sorry.

13 A. I'm done.

14 Q. Were you aware that the REM job would be a desk
15 job? Majority of the time spent working at a desk?

16 A. Okay. So that is the key, "majority of the
17 time," but never all of the time.

18 Q. Were you aware that the REM was a management
19 position where he supervised persons who were actually
20 working at the location?

21 A. So almost always the manager once --

22 (Reporter clarification.)

23 THE WITNESS: Has to step into the field.

24 BY MS. LEAL:

25 Q. Were you aware that the REM job was not

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1 physically demanding?

2 MR. MUSSIG: Vague and ambiguous as to
3 "physically demanding." Calls for speculation. Lacks
4 foundation.

5 THE WITNESS: Okay. I can answer that.
6 Because I mentioned about the functional capacity
7 evaluation -- so physically-demanding jobs, we do a
8 functional capacity evaluation. He had no functional
9 capacity evaluation. But that position entail visiting
10 the fields, so he would still have gone to the field
11 once in a while to see what the team was doing.

12 BY MS. LEAL:

13 Q. Do you know why he was not given a functional
14 capacity evaluation?

15 A. Because as --

16 (Simultaneous crosstalk. Reporter
17 clarification.)

18 MR. MUSSIG: Calls for speculation.

19 BY MS. LEAL:

20 Q. You can answer, Doctor.

21 A. Ask the question again. I've forgotten how you
22 phrased it.

23 Q. You said that he did not have a functional
24 capacity evaluation conducted.

25 And my question was: Do you know why?

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1 MR. MUSSIG: Same objection.

2 THE WITNESS: Okay. I just said now that
3 office jobs mean we don't have functional capacity
4 evaluation. Where almost-always office job and
5 management will visit fields.

6 BY MS. LEAL:

7 Q. So you don't know why?

8 A. Why what?

9 MR. MUSSIG: Misstates testimony.

10 BY MS. LEAL:

11 Q. The functional capacity evaluation was not
12 conducted on Mr. Snookal.

13 A. I just said this. Office-based jobs don't have
14 functional capacity, but office-based managers would
15 visit the field once in a while to see what is going
16 on.

17 Q. I see. You're saying that office jobs don't
18 require the functional capacity evaluation.

19 A. Yes.

20 Q. Okay. Was there anything about the actual
21 reliability engineering manager job that Mr. Snookal
22 would have been performing that would increase the risk
23 of an exacerbation of his condition?

24 MR. MUSSIG: Calls for speculation. Lacks
25 foundation. Incomplete hypothetical.

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1 THE VIDEOGRAPHER: All right. We're back on
2 the record at 9:37 a.m.

3 MS. LEAL: Jacob, can you put up Exhibit 2,
4 please, on the screen? I'm sorry, that was Exhibit --
5 yes -- 2.

6 BY MS. LEAL:

7 Q. For the record, it's a document Bates number
8 Snookal 01157 and 01158. The title of the document is
9 Job Title: NMA EGTL Reliability Engineering Manager.

10 Have you seen this document before today,
11 Dr. Asekomeh?

12 A. No.

13 Q. So this was not a document that anyone sent you
14 in conjunction with your evaluation of Mr. Snookal's
15 suitability for the assignment?

16 A. Can you scroll it down?

17 MR. MUSSIG: Objection. Asked and answered.

18 THE WITNESS: No.

19 MS. LEAL: Can we show the next document,
20 Exhibit 3?

21 (Exhibit Number 3 marked for
22 identification.)

23 BY MS. LEAL:

24 Q. And for the record, Exhibit 3 is Bates number
25 CUSA000208 through 220. And the title of this document

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1 records were inside the MSEA, and then I had reports
2 from the cardiologist, which have not shown so far, and
3 then review by Nigerian cardiologists.

4 BY MS. LEAL:

5 Q. Did you review any published studies regarding
6 aortic aneurysms?

7 A. So there was one review by one of the
8 cardiologists. Dr. Aiwuyo did the review.

9 Q. Which doctor?

10 A. Dr. Henry Aiwuyo.

11 Q. A-I-W-U-Y-O?

12 A. Yes.

13 Q. And how do you know that Dr. Aiwuyo reviewed
14 such published studies regarding aortic aneurysms?

15 A. So it's in his reports as e-mailed to me.

16 Q. Okay. Well, I will -- I will ask you about
17 that because there were, as your attorney said this
18 morning, several documents sent to me before -- or
19 during your deposition, which I have not had a chance to
20 review. So we'll take a break and I will review all of
21 those documents and we'll come back to that.

22 So I understand your testimony that
23 Dr. Aiwuyo --

24 A. Aiwuyo. Henry Aiwuyo.

25 Q. Okay. Aiwuyo.

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1 MR. MUSSIG: Calls for speculation. Incomplete
2 hypothetical.

3 THE WITNESS: Do you mean, like, the weather
4 or, like, the water? What variables are you looking at?

5 BY MS. LEAL:

6 Q. Anything. I mean, is there anything about
7 being in Escravos, Nigeria, that would aggravate or
8 increase the likelihood that Mr. Snookal would suffer a
9 rupture?

10 A. Those -- those risks would have to be recorded
11 risk, the risk we already know, which the cardiologist
12 had mentioned in their review, if he was smoking, if he
13 was doing vigorous exercise, was lifting heavy weights.

14 Q. Yeah, I'm not talking about him. I'm talking
15 about the location.

16 Being in Escravos, just him working in
17 Escravos, is there anything there that would increase or
18 aggravate the likelihood that he would have a rupture?

19 MR. MUSSIG: Calls for speculation. Lacks
20 foundation. Incomplete hypothetical.

21 THE WITNESS: So if we were talking of the
22 weather or food, these are not known risk anywhere in
23 the world that aggravates an aneurysm or the chances
24 that it ruptures, to the best of my knowledge.

25 MS. LEAL: Okay. Would -- Jacob, would you

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1 BY MS. LEAL:

2 Q. Now, you said earlier that in reviewing the
3 documents, you saw that Mr. Snookal had had annual CT
4 scans and echocardiograms; correct?

5 A. Yes.

6 Q. Do you agree that annual imaging with the CT
7 scans and the echocardiograms was and could continue to
8 be used to monitor Mr. Snookal's aorta for changes?

9 A. Are you asking me if I know after 2019 whether
10 he's been having more CTs and echocardiograms?

11 Q. Well, do you agree that having annual imaging
12 of the CT scans and echoes could -- could continue to be
13 done in order to monitor Mr. Snookal?

14 A. The first cardiologist -- Dr. Aiwuyo stated
15 that in his report, that the right thing to do is that,
16 to have his annual CTs and echocardiograms.

17 Q. So that's something that could and should be
18 done; correct?

19 A. That was what was recommended as of that
20 time.

21 MR. MUSSIG: Calls for speculation.

22 BY MS. LEAL:

23 Q. I'm sorry, you said that was what was
24 recommended at the time?

25 A. Yes.

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1 BY MS. LEAL:

2 Q. Nothing else comes to mind?

3 A. Not presently.

4 Q. Okay. In Escravos, during a routine operation
5 there at the facility, are there opportunities for
6 employees to suffer whole or partial body crush
7 injuries?

8 MR. MUSSIG: Vague and ambiguous as to "routine
9 operation." Calls for speculation. Lacks foundation.
10 Incomplete hypothetical.

11 THE WITNESS: Did you say "routine operation"?

12 BY MS. LEAL:

13 Q. Well, let's just say operation.

14 So during the operations there in Escravos, are
15 there opportunities where employees could suffer whole
16 or partial body crush injury?

17 MR. MUSSIG: Vague and ambiguous as to "whole
18 body crush injuries." Calls for speculation. Lacks
19 foundation. Incomplete hypothetical.

20 THE WITNESS: So -- so if an employee was
21 working where those risk exist, hypothetically, yes.

22 BY MS. LEAL:

23 Q. So have there been any, for example,
24 amputations, employees working on a machine and
25 someone's arm or leg or other body part is amputated?

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1 A. That's possible.

2 Q. Have you heard of any such incidents there in
3 Escravos?

4 A. Now, that's work related. I don't know if I'm
5 allowed to share that with you.

6 Q. Well, I don't need the identity of the person.
7 I don't need you to violate anyone's privacy. I'm just
8 saying in general.

9 MR. MUSSIG: I'll say you can answer that
10 question. I don't want to get into any details about,
11 you know, specific injuries that happened to specific
12 people.

13 BY MS. LEAL:

14 Q. I'm just asking about the injuries themselves.
15 I don't want you to identify people.

16 A. Yes.

17 Q. Can you describe -- or can you list for me the
18 different injuries that you've seen occur there in
19 Escravos?

20 MR. MUSSIG: Calls for a narrative.

21 THE WITNESS: Okay. So we've had injuries like
22 sea pirate attacks, finger injuries, crushed fingers.
23 Lacerations from -- lacerations, slip and falls.

24 BY MS. LEAL:

25 Q. Have there been any amputations?

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1 A. Yes.

2 Q. And what type?

3 A. Finger. I'm aware of a finger amputation.

4 Q. Any others?

5 A. Mainly fingers.

6 Q. Any other body parts?

7 MR. MUSSIG: Asked and answered.

8 THE WITNESS: I'm aware of fingers.

9 BY MS. LEAL:

10 Q. Was a head decapitated at one point?

11 A. I'm aware of fingers.

12 Q. I understand fingers.

13 But do you have a recollection that a head
14 actually was decapitated?

15 A. I'm not aware of that.

16 Q. Have you heard of legs being cut off?

17 MR. MUSSIG: Asked and answered.

18 THE WITNESS: None that I can recollect.

19 BY MS. LEAL:

20 Q. Have you heard or recall arms being cut off?

21 A. I am aware of fingers. I am not aware of arm
22 amputations. I can't recollect any arm amputation.

23 Q. Do you recall any incidents where an employee
24 suffered a severe crushing injury to the chest?

25 A. No.

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1 Q. And some are predictable and some are not
2 predictable; correct?

3 A. Well, in the workplace, you want to try and
4 predict what can happen and mitigate it before it
5 happens. You don't leave anything to chance, especially
6 in the oil industry.

7 Q. Right. But there are some injuries that occur
8 from accidents that occur that are not predictable there
9 in Escravos; correct?

10 A. That's why they are called accident, I guess.

11 Q. Okay. I'm going to have Jacob show you the
12 next exhibit, 7.

13 (Exhibit Number 7 marked for
14 identification.)

15 BY MS. LEAL:

16 Q. And these are seven pages of documents produced
17 this morning by Chevron's counsel, a series of e-mails.
18 The first Bates is CUSA000768 and it goes through 774.

19 Dr. Asekomeh, are these e-mails among the three
20 other doctors and you regarding Mark Snookal?

21 A. Yes.

22 Q. Other than these communications by e-mail with
23 these three other doctors in Nigeria, were there any
24 other communications that you had with them that are not
25 reflected here in this exhibit?

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1 THE WITNESS: It's -- you're asking me if I
2 think physicians should determine fitness for work?

3 BY MS. LEAL:

4 Q. No.

5 A. That's the equivalence of the question you're
6 asking me, what was the essence of doing the medical.

7 Q. No. My question is whether it's okay for you
8 to substitute your judgment for an employee's decision,
9 like Mr. Snookal, to assume a risk to work in Escravos.
10 Do you think that's okay for you to do that?

11 MR. MUSSIG: Calls for speculation. Lacks
12 foundation. Incomplete hypothetical. Asked and
13 answered.

14 THE WITNESS: The essence of doing medical is
15 to decide whether the person is fit to work based on the
16 job type, based on the job location. That was my task
17 to do. And that was what I did.

18 BY MS. LEAL:

19 Q. Right. And he could perform the duties of an
20 REM. That, we've established. The reason he was deemed
21 unfit for duty is because in the event he had a rupture
22 or a dissection, he would not be able to be treated
23 there in Escravos because the medical facilities are
24 small; correct?

25 A. Additionally, in the event he had the rupture

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1 in some location, it would put the life of others at
2 risk.

3 Q. He'd put the life of what?

4 A. Others at risk.

5 Q. How is it that Mr. Snookal would -- would put
6 the lives of others at risk if he had a rupture at work?

7 A. So I just cited an example of him as a manager
8 going to visit an offshore location.

9 MS. LEAL: We can take this -- the exhibit off
10 the screen, Jacob. Thank you.

11 BY MS. LEAL:

12 Q. What did you just say? I'm sorry.

13 A. I said I cited an example as a manager, he has
14 to visit some work location from time to time.

15 Q. Can you give me an example of how he would put
16 others at risk in the event he had a rupture?

17 A. I wouldn't be able to cite specific example
18 now, but we fly around in choppers, so he's boarding a
19 chopper, he has a rupture at the point of boarding or
20 coming down that chopper.

21 Q. Coming down a what?

22 A. A helicopter.

23 Q. Oh, helicopter.

24 So can you think of any specific way, though,
25 that he would put someone else's life in danger if he

Dr. Eshiofe Asekomeh

October 10, 2024

1 had a rupture to his aorta?

2 A. Okay. So he's in a work location, some
3 offshore location on inspection visit, he's climbing the
4 stairs, there's somebody walking behind him, and he
5 ruptures his aorta on that staircase.

6 Q. He falls down; he falls on top of someone,
7 you're saying?

8 A. That's a possibility. We are speculating now.

9 Q. Yeah, well, that can happen even if someone
10 doesn't have a rupture; correct? I mean, they misstep,
11 you know, a step on a ladder, for example; they can fall
12 and fall on someone else. That can happen too; right?

13 MR. MUSSIG: Calls for speculation. Incomplete
14 hypothetical.

15 THE WITNESS: So we are looking at hypothetical
16 situations. The risk is higher if he ruptures.

17 BY MS. LEAL:

18 Q. Before you said that -- strike that.

19 Before you determined that Mr. Snookal was not
20 fit for duty for the REM position in Escravos, did you
21 contact anyone in the United States in legal to
22 determine whether or not your decision would be legal or
23 not?

24 A. No.

25 MR. MUSSIG: Asked and answered.

Dr. Eshiofe Asekomeh

October 10, 2024

1 CERTIFICATE OF STENOGRAPHIC REPORTER

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I, RACHEL N. BARKUME, a Certified Shorthand Reporter of the State of California, hereby certify that the witness in the foregoing deposition,

DR. ESHIOFE ASEKOMEH, was by me duly sworn to tell the truth, the whole truth, and nothing but the truth in the within-entitled cause; that said deposition was taken at the time and place therein named; that the testimony of said witness was stenographically reported by me, a disinterested person, and was thereafter transcribed into typewriting.

Pursuant to Federal Rule 30(e), transcript review was requested.

I further certify that I am not of counsel or attorney for either or any of the parties to said deposition, nor in any way interested in the outcome of the cause named in said caption.

DATED: October 13, 2024.

Rachel N. Barkume

Rachel N. Barkume, CSR No. 13657, RMR, CRR

EXHIBIT 18 -2

Job Title: NMA EGTL Reliability Engineering Manager (PSG 23-24, FL 4-6)

Req ID 401333 - Posted 05/06/2019 - Facilities Engineering - Africa - Nigeria - Niger State - Not in list (23; 24) - (Facilities Engineering)

This position is accepting applicants until May 20, 2019, 11:59 PM CST

Welcome to the Enterprise PDC postings, where you will find all open jobs managed within the Enterprise PDC process. You must obtain approval to apply to PDC jobs from both your supervisor and PDR before submitting your application(s); failure to do so may disqualify you from consideration.

As part of the application, you will be required to enter your Personnel Development Representative's (PDR) CAI; it is important that the correct PDR, representing you, is entered. When applying for each job, upload your updated GO-400-2 as your **Resume** attachment and your updated Career Development Plan (CDP) as your **Cover Letter** attachment. Updating your "Company Work Experience", "Previous Employment", etc. is not required within your 'Candidate Profile'.

For more information about the Enterprise PDC process and to locate your PDR, please visit the Corporate Organizational Capability site.

Position Information:

Work Locations: Escravos, Nigeria

Position Type: Career Ladder

Rotational?: Yes

Incumbent/Vacant/New: Vacant

Number of Vacancies: 1

Direct Reports: Yes

Pay Scale Group: 23; 24

Will expatriate assignments be considered for this position?: Yes

Will Relocation be considered within Chevron parameters?: No

Appointment: Method: Off-Cycle

Functional Level: 4,5,6

SBU: Nigeria Mid-Africa

Anticipated Start Date (MM/DD/YYYY): 07/01/2019

Duration: 3-4 Years

Contingent: No

Position Contacts:

Job Owner: OLUWASIJIBOMI OKEOWO

PDR: ANDREW AJINDE OMOMEHIN

Sponsor: BAO VANG

HIGH LEVEL JOB DESCRIPTION/SCOPE:

The EGTL Reliability Engineering Manager reports to the EGTL Technical Manager position located in Escravos, Nigeria. The position is responsible for managing a multidiscipline team of ~20 engineers and technicians in the areas of rotating equipment, instrumentation & analyzers, and electrical. Working closely with the Maintenance and Operations organizations, the RE Manager sets the high-level strategies and work direction for the asset integrity management program in a highly complex Gas to Liquids (GTL) plant environment. The RE Manager ensures adequate staff is in place to support the reliability initiatives, long term business plans, and nationalization goals. Coordinates joint reliability initiatives with the NMA base business organization as well as the Complex Process Facilities (CPF) Organization, and ETC. Ensures team compliance with all required training and field verification initiatives.

SPECIAL CONSIDERATIONS:

Engineering Degree preferred. Experience working in complex process facilities.

This is a 28/28 rotational assignment in Nigeria with multi-cultural workforce of many ethnicities. Scheduled work hours are from 06:00 to 18:00 Monday through Saturday, and 06:00 to 16:00 Sunday.

The work location is Escravos, Nigeria. Escravos is a closed camp environment. Escravos is an isolated, swamp location located on a river coast. Living quarters are dorm style

The area has a tropical environment with high humidity and average temperatures ranging between 74 and 86 degrees F and average rainfall of 71 inches. Malaria and other tropical diseases are prevalent - necessitating preventative treatment program.

The Medical facilities available are sufficient for basic health and emergency care. All serious illness/injuries will be evacuated to a Chevron approved medical facility until the patient is stabilized and can be returned to their home country.

International Consideration: Expatriate assignments will be considered

Relocation Options: Relocation will not be considered

CRITICAL SELECTION CRITERIA

Operational Excellence and Safety:

- Demonstrated highest safety & environmental performance and leadership trait.
- Must be proactive in addressing safety issues and have a proven track record of strong support of processes that support

**EXHIBIT
2**

Eshiofe Asekomeh
10/10/2024

Rachel N. Barkume, CSR, RMR, CRR

SNOOKAL-01157

<https://performancemanager8.successfactors.com/xi/ui/rcmcommon/pages/jobReqPrintPrevi...> 5/7/2019

EXHIBIT 18-2-1

Incident Free Operations.

- Working knowledge of Root Cause Analysis (RCA) and Management of Change (MOC) work processes.

Technical Experience:

- At least 10 years plant experience preferably in a complex process facility managing multidiscipline technical teams.
- A working knowledge of rotating equipment, electrical power, and instrument/analyzer systems.
- Experience with Root Cause Analysis, RAM modeling, RCM, FMEA, and other reliability work processes.
- Working knowledge of the various reliability and integrity management programs in Chevron (ERIP, SERIP, URIP, FIRM, etc.)

Supervision and Leadership:

- Recognized as a leader with supervisory experience leading a technical support organization.
- Demonstrated working knowledge of Reliability Engineering and how to apply it to rotating equipment, instruments & analyzers, and electrical power systems.
- Requires strong oral and written communication skills.
- Demonstrated ability to lead work teams through difficult problems and present effective solutions with clear and concise recommendations.

.

Teamwork:

- Must have good communication skills and be able to build strong working relationships with diverse work groups (O&M, contractors, projects, etc.)
- Experience working in a multi-cultural work environment
- Experience with training, development, and mentoring of less experienced engineers.

Location Specific Information:

Some countries have specific location and legal requirements (e.g. age limit, college degree, etc.) for issuing work permits/visas allowing individuals to work in the country and Chevron must abide by these location and legal requirements. For more details, please refer to the Location Specific Information Sheet.

Living and Working:

To get a closer look at what life is like in one of our expat communities, take some time to review our Living & Working In website. This website will give you preliminary information to help decide if this assignment is suited for you and your family. You can also access this site outside the Chevron Internet, to view at home with your family.

SNOOKAL-01158

EXHIBIT 18 -7

From: ADEYEYE, VICTOR [DELOG MEDICAL SERVICES] <DNOY@chevron.com>

Sent: Monday, 5 August 2019 17:55

To: Aiwuyo, Henry [SERVITICO] <henryaiwuyo@chevron.com>; Asekomeh, Eshiofe [DELOG] <EAEV@chevron.com>

Cc: Pitan, Olorunfemi (femi.pitan) <femi.pitan@chevron.com>

Subject: RE: Snookal, Mark- Medical report

Sir/Ma,

I agree with Dr Aiwuyo submissions on above employee, especially the precautionary measures highlighted which we need to further reiterate to our client.

I have a little concern about his choice of anti-hypertensives (Losartan and Amlodipine). Guideline-directed management recommends Beta-blockers like Carvedilol, Bisoprolol as part of his blood pressure control meds with a systolic BP target of less than 120mmHg (Thoracic aortic aneurysm and documented runs of premature ventricular complexes).

It will be nice if this is brought to the attention of his physician.

Kind regards,

Victor.

From: Aiwuyo, Henry [SERVITICO] <henryaiwuyo@chevron.com>

Sent: Monday, August 5, 2019 2:26 PM

To: Asekomeh, Eshiofe [DELOG] <EAEV@chevron.com>; ADEYEYE, VICTOR [DELOG MEDICAL SERVICES] <DNOY@chevron.com>

Cc: Pitan, Olorunfemi (femi.pitan) <femi.pitan@chevron.com>

Subject: RE: Snookal, Mark- Medical report

Good day,

With regards to this expert, 47years old employee with CT and ultrasound evidence of Thoracic aortic aneurysm,

It was documented in the report that he has aortic dilatation of 4.4cm on ECHCARDIOGRAPHY,

however CT aortography which is a more accurate imaging modality revealed a maximum value of 4.2cm max at the aortic root and 4.1cm max at the descending thoracic aorta.

From the Canadian guidelines these values appear low risk for a major adverse CV event. Some have used values of <4.5cm as partition value for low risk situations., link below refers.



<https://www.ucalgary.ca/FTWguidelines/content/aortic-aneurysm>

it is expected that every aneurysm must be subjected to 6months- 1year assessment to ascertain the rate of progression (>1cm is an indication for repair). I feel there should be a concrete plan by his home cardiologist for this

evaluation.

Below are my response to the questions put forward:

1. Complications associated with aneurysms include

- a. Rupture/dissection (sudden and catastrophic) and its attendant sequela
- b. Thromboembolic phenomenon
- c. Pressure symptoms on other vital organs
- d. Sudden death

2. In Escravos unfortunately we are only limited to initial stabilization and transfer of such high risk CV complications if any occurs. In the unlikely event of any of the aforementioned complications, we may not be able to support such an individual due to our peculiarities.

3. Instructions for the patient

- avoid lifting heavy objects
- quit smoking (if he is a smoker)
- manage hypertension strictly, there is need to aim for lower targets <120mmhg systolic (DOC beta blockers)
- watch out for alarm symptoms like pain in the chest (throbbing, tearing, aching or sharp pain, often sudden), pain in the back, nausea, vomiting, fainting, and systemic shock
- avoid moderate to high intensity exercises as much as possible

I made effort to search the MEP if there are clear cut field guidelines for patient with aortic aneurysm, unfortunately I found none. What is established is that a patient with symptomatic aneurysm should not be allowed to work in an offshore location.

I am still open to further discussions on this sir.

Warm regards.

DR. AIWUYO, HENRY

OH Physician/Cardiologist

EGTL clinic

EXT-77943

B2B dr oyebowale olaniyi

"as to diseases, make a habit of two things- to help, or at least, to do no harm"
hippocrates

From: Asekomeh, Eshiofe [DELOG] <FAFV@chevron.com>
Sent: Monday, August 5, 2019 11:43 AM
To: ADEYEYE, VICTOR [DELOG MEDICAL SERVICES] <DNOY@chevron.com>
Cc: Aiwuyo, Henry [SERVITICO] <henryaiwuyo@chevron.com>; Pitan, Olorunfemi (femi.pitan) <femi.pitan@chevron.com>
Subject: FW: Snookal, Mark- Medical report

Good day,

Below mail trail refers. Kindly help evaluated medical documents and attached Cardiologist report for above named EE who is coming to Escravos from the USA. His job description is- Reliability Engineering Manager.

Kindly review around the following key points:

1. Potential complications and the likelihood of progression
2. Management of these complications even if only initial intervention vis-à-vis available care level in Escravos
3. Possible instructions to communicate to employee as per preventing complications.

Thanks for your usual help.

Warm regards,

Eshiofe Asekomeh

From: Asekomeh, Eshiofe [DELOG]
Sent: Tuesday, July 30, 2019 7:44 PM
To: Pitan, Olorunfemi (femi.pitan) <femi.pitan@chevron.com>
Cc: NIGEC Staff Physicians (I9esc300) <L9ESC300@chevron.com>
Subject: Snookal, Mark- Medical report

Good day Ma,

I will like to discuss Mark Snookal (Manager, Reliability Engineering) with you tomorrow. He is on transfer from El Segundo, USA to Escravos, Nigeria on international assignment.

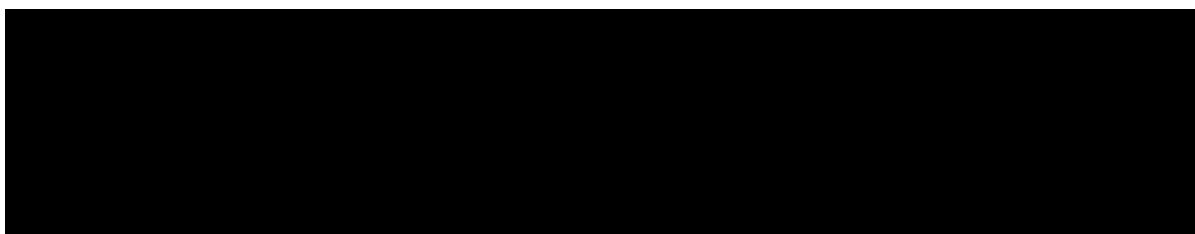
He has aortic root dilatation and was reviewed by a Cardiologist April this year. The examining Physician in the US had declared him fit with limitation (not to lift weight above 50 pounds)

Attached are the medical reports and the Cardiologist report from April, 2019.

Warm regards,

Eshiofe Asekomeh

Dr. Asekomeh E.G
Chevron Hospital
Warri, Nigeria



From: Akintunde, Ujomoti <UJOM@chevron.com>
Sent: Wednesday, 7 August 2019 17:08
To: Asekomeh, Eshiofe [DELOG] <EAEV@chevron.com>
Subject: RE: Snookal, Mark- Medical report

Dear Dr Asekomeh,

I concur with my colleagues. With an aortic root of 4.2cm, he is 'low risk' but not 'no risk'.

I would however be more comfortable if he were on a beta-blocker as one of his meds or in addition to current meds. The fact that he does not smoke cigarettes is beneficial.

There could be a reason his cardiologist did not put him on a beta-blocker. Could he have a contraindication such as asthma, COPD or allergy?

Is there a medical report from his cardiologist? I only see imaging reports.

Kind regards,
Ujomoti Akintunde

From: Asekomeh, Eshiofe [DELOG] <EAEV@chevron.com>
Sent: Tuesday, August 6, 2019 12:35 PM
To: Akintunde, Ujomoti <UJOM@chevron.com>
Subject: FW: Snookal, Mark- Medical report

Good day,

Please see mail trail below.

Warm regards,

Eshiofe Asekomeh

From: ADEYEYE, VICTOR [DELOG MEDICAL SERVICES] <DNOY@chevron.com>
Sent: Monday, August 5, 2019 5:55 PM
To: Aiwuyo, Henry [SERVITICO] <henryaiwuyo@chevron.com>; Asekomeh, Eshiofe [DELOG] <EAEV@chevron.com>
Cc: Pitan, Olorunfemi (femi.pitan) <femi.pitan@chevron.com>
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Sir/Ma,

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I have a little concern about his choice of anti-hypertensives (Losartan and Amlodipine). Guideline-directed management recommends Beta-blockers like Carvedilol, Bisoprolol as part of his blood pressure control meds with a systolic BP target of less than 120mmHg (Thoracic aortic aneurysm and documented runs of premature ventricular complexes).

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Sent: Monday, August 5, 2019 2:26 PM

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Cc: Pitan, Olorunfemi (femi.pitan) <femi.pitan@chevron.com>

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it is expected that every aneurysm must be subjected to 6months- 1year assessment to ascertain the rate of progression (>1cm is an indication for repair). I feel there should be a concrete plan by his home cardiologist for this

evaluation.

Below are my response to the questions put forward:

1. Complications associated with aneurysms include
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 - avoid moderate to high intensity exercises as much as possible

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I am still open to further discussions on this sir.

Warm regards.

DR. AIWUYO, HENRY

OH Physician/Cardiologist

EGTL clinic

EXT-77943

B2B dr oyebowale olaniyi

"as to diseases, make a habit of two things- to help, or at least, to do no harm"
hippocrates

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Sent: Monday, August 5, 2019 11:43 AM

To: ADEYEYE, VICTOR [DELOG MEDICAL SERVICES] <DNOY@chevron.com>

Cc: Aiwuyo, Henry [SERVITICO] <henryaiwuyo@chevron.com>; Pitan, Olorunfemi (femi.pitan) <femi.pitan@chevron.com>

Subject: FW: Snookal, Mark- Medical report

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 2. Management of these complications even if only initial intervention vis-à-vis available care level in Escravos
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- Thanks for your usual help.

Warm regards,

Eshiofe Asekomeh

From: Asekomeh, Eshiofe [DELOG]
Sent: Tuesday, July 30, 2019 7:44 PM
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Cc: NIGEC Staff Physicians (l9esc300) <L9ESC300@chevron.com>
Subject: Snookal, Mark- Medical report

Good day Ma,

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Warm regards,

Eshiofe Asekomeh

Dr. Asekomeh E.G
Chevron Hospital
Warri, Nigeria

EXHIBIT 19

UNITED STATES DISTRICT COURT
CENTRAL DISTRICT OF CALIFORNIA

MARK SNOOKAL, AN
INDIVIDUAL,

Plaintiff,

Case No.
2:23-cv-6302-HDV-AJR

vs.

CHEVRON USA, INC., A
CALIFORNIA CORPORATION, AND
DOES 1 THROUGH 10,
INCLUSIVE,

Defendants.

ZOOM VIDEOCONFERENCE/VIDEO-RECORDED

DEPOSITION OF THALIA TSE

HELD REMOTELY

SEPTEMBER 13, 2024

REPORTED BY CYNTHIA DENISE STIRES, CSR NO. 4472

Thalia Tse

September 13, 2024

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UNITED STATES DISTRICT COURT
CENTRAL DISTRICT OF CALIFORNIA

MARK SNOOKAL, AN INDIVIDUAL,

Plaintiff,

vs.

Case No.

2:23-cv-6302-HDV-AJR

CHEVRON USA, INC., A
CALIFORNIA CORPORATION, AND
DOES 1 THROUGH 10, INCLUSIVE,

Defendants.

ZOOM VIDEOCONFERENCE/VIDEO-RECORDED
DEPOSITION OF THALIA TSE, commencing at the hour of
9:02 A.M., Pacific Time, Friday, September 13, 2024,
held via Zoom Internet Conferencing Platform, before
Cynthia Denise Stires, Certified Shorthand Reporter in
and for the State of California.

Thalia Tse

September 13, 2024

1 APPEARANCES

2 FOR THE PLAINTIFF:

3 Allred Maroko & Goldberg
4 BY: Dolores Y. Leal, Esq.
Olivia Flechsig, Esq.
6300 Wilshire Boulevard, Suite 1500
5 Los Angeles, California 90048
323.653.6530
6 dleal@amglaw.com.
oflechsig@amglaw.com
7

8 FOR THE DEFENDANT:

9 Sheppard Mullin Richter & Hampton, LLP
10 BY: Sarah Fan, Esq.
333 South Hope Street, 43rd Floor
Los Angeles, California 90071
11 213.620.1780
sfan@sheppardmullin.com
12

13 ALSO PRESENT:

14 Michael Kelley, Video Technician
15
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Thalia Tse

September 13, 2024

1 BY MS. LEAL:

2 Q. Do you know if there is a specific state law
3 that prohibits discrimination on the job against
4 persons with disabilities or perceived disabilities?

5 MS. FAN: Objection. Relevance. Calls for a
6 legal conclusion.

7 THE WITNESS: No.

8 BY MS. LEAL:

9 Q. No, you don't know?

10 A. I don't.

11 Q. Okay. Getting back to the training that you
12 received when you were hired by Chevron, you said that
13 you didn't receive any formal training but that you
14 were instructed to learn Chevron policies; is that
15 correct?

16 MS. FAN: Objection. Misstates prior
17 testimony.

18 THE WITNESS: Yes.

19 BY MS. LEAL:

20 Q. Okay. And do you remember which policies
21 during the time of your employment as an HR business
22 partner in El Segundo that you were responsible for
23 becoming familiar with?

24 A. We have a website where it housed, you know,
25 policies, so it wasn't like I was told to read

Thalia Tse

September 13, 2024

1 everything, but it was more so get familiar, know where
2 to find policies if questions come up.

3 Q. So you didn't have any, for example, any
4 classroom training or computerized-type training when
5 you were hired by Chevron with respect to their
6 policies then?

7 MS. FAN: Objection. Compound.

8 MS. LEAL: I'll break it up.

9 BY MS. LEAL:

10 Q. At the time of your hire as an HR business
11 partner for the El Segundo facility, did Chevron
12 provide you with any classroom-type training with
13 respect to their policies?

14 A. No.

15 Q. At the time of your hire, did Chevron provide
16 you with any training on computers with respect to
17 their personnel policies?

18 A. No.

19 Q. Did Mr. Powers provide you with any specific
20 training at the time of your hire with respect to your
21 job responsibilities as an HR business partner in
22 El Segundo?

23 A. No.

24 Q. I'm going to show you a document now.

25 MS. LEAL: Olivia, if you can go to Exhibit

Thalia Tse

September 13, 2024

1 BY MS. LEAL:

2 Q. Do you know, or do you not know, if
3 rotational assignment employees receive premium pay?

4 A. I believe they do.

5 Q. And is it your knowledge that the premiums
6 are based on the area of assignment; in other words,
7 which country they're assigned to?

8 MS. FAN: Calls for speculation.

9 THE WITNESS: I think so.

10 BY MS. LEAL:

11 Q. Employees who become expats, in other words,
12 working at Chevron facilities outside the continental
13 US, do you know who pays their salary?

14 MS. FAN: Objection. Calls for speculation.
15 Calls for a legal conclusion.

16 THE WITNESS: I don't know.

17 BY MS. LEAL:

18 Q. Let's go to Exhibit 2.

19 (Deposition Exhibit 2 was marked.)

20 BY MS. LEAL:

21 Q. And this document is a one-page document,
22 Bates No. CUSA000503. It's a document produced by
23 Chevron and it's titled Chevron Tax Equalization
24 Policy, Human Resources Shared Services.

25 MS. FAN: Counsel, I apologize for jumping in

Thalia Tse

September 13, 2024

1 e-mail from Mr. Ruppert to you with a copy to Troy
2 Tortorich.

3 Have you seen this document before, Ms. Tse?

4 A. Yes.

5 Q. And this e-mail is dated November 6th, 2019.

6 So I assume you received this e-mail from
7 Mr. Ruppert?

8 A. Yes.

9 Q. And he's telling you that he would like to
10 manage or move Mr. Snookal into a reliability change OA
11 role starting as soon as possible.

12 Do you see that?

13 A. Yes, I can see it.

14 Q. Did you do anything prior to November 6th,
15 2019 to move Mr. Snookal into the reliability change OA
16 position?

17 A. No.

18 Q. Do you know if Mr. Powers -- do you know if
19 Mr. Powers did?

20 A. No. The position didn't exist.

21 Q. So your understanding is that Mr. Ruppert was
22 the one who created this position for Mr. Snookal, this
23 position of reliability change OA role?

24 A. Yes.

25 Q. Did you respond to Mr. Ruppert's e-mail?

Thalia Tse

September 13, 2024

1 (Deposition Exhibit 10 was marked.)

2 MS. FLECHSIG: Give me one second.

3 BY MS. LEAL:

4 Q. And this document is Bates No. CUSA000014
5 through 18.

6 MS. LEAL: Move up to the first page, please.

7 BY MS. LEAL:

8 Q. So this document before you, Ms. Tse, is HR
9 Policy 410 for US payroll employees, employment of
10 individuals with disabilities.

11 Do you see that?

12 A. Yes, I see it.

13 Q. Are you familiar with this policy?

14 A. I know where I can find it if I need it.

15 Q. Is it the policy that you as an HR business
16 partner is responsible for being familiar with?

17 A. Like I previously said, we -- as an HR
18 business partner, we just need to know where we need to
19 find the document or have the policy and so as needed.

20 Q. So an HR business partner only needs to know
21 where to find policies and not necessarily know
22 anything about the policy?

23 MS. FAN: Argumentative. Asked and answered.

24 BY MS. LEAL:

25 Q. Is that what you're saying?

Thalia Tse

September 13, 2024

1 MS. FAN: Compound. Same objections.

2 THE WITNESS: We have access to it, so
3 meaning that if we need to reference it, we know where
4 to find it.

5 BY MS. LEAL:

6 Q. But as an HR business partner both in
7 El Segundo and now in Texas, are you supposed to know
8 what these policies are about?

9 A. Well, we don't need to memorize everything
10 from the policy.

11 Q. And that's not what I'm suggesting, Ms. Tse.
12 I'm suggesting, are you as an HR business partner
13 responsible for being familiar with the contents of
14 these types of personnel policies?

15 MS. FAN: Asked and answered.

16 THE WITNESS: Maybe.

17 BY MS. LEAL:

18 Q. What do you mean by "maybe"?

19 A. I know where to find the policy. So if I
20 need to reference it, that's what I'm going to do.

21 Q. When Mr. Snookal sent the e-mail saying he
22 thought he was being discriminated against because of
23 his disability, did you pull up this policy,
24 Policy 410, employment of individuals with
25 disabilities?

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1 A. No.

2 Q. Why not?

3 A. I don't know.

4 Q. Did you think it wasn't important to pull up
5 the policy involving individuals with disabilities when
6 an employee was complaining about disability
7 discrimination?

8 MS. FAN: Objection. Argumentative.

9 THE WITNESS: No. But I was fairly new at
10 the time.

11 BY MS. LEAL:

12 Q. Did Mr. Powers ask you to pull up Chevron's
13 policies with respect to employment of individuals with
14 disabilities after Mr. Snookal made the complaint of
15 disability discrimination?

16 A. I don't remember.

17 Q. So he may have; he may not have. You just
18 don't remember one way or the other?

19 MS. FAN: Asked and answered.

20 BY MS. LEAL:

21 Q. Is that correct?

22 A. Yes.

23 Q. So let's stay on the exhibit, please. So
24 under general it looks like something is hyper linked,
25 Corporate Policy 200, employment.

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1 did you say in that conversation, the exit interview
2 conversation?

3 A. I think there were questions
4 about -- actually, I think there is a document on the
5 exit interview.

6 Q. What do you remember being discussed during
7 this exit interview?

8 A. Questions that was on the interview template.
9 I think there are questions about management, benefits
10 that Chevron offers.

11 Q. So it's a form or template that you use when
12 you conduct an exit interview?

13 A. At that time, yes.

14 Q. During that exit interview with Mr. Snookal,
15 did you think to ask him if he was resigning because of
16 the fact that Chevron had retracted the Nigeria
17 position?

18 A. No, I didn't ask him that question.

19 MS. LEAL: I'm going to suggest a five-minute
20 break or so, Counsel, so I can look at my notes. We
21 might be almost finished.

22 MS. FAN: Okay.

23 MS. LEAL: We'll take a break.

24 MS. FAN: Sounds good.

25 VIDEO TECHNICIAN: This is the end of Media

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REPORTER CERTIFICATE

I, Cynthia Denise Stires, Certified Shorthand Reporter, Certificate No. 4472, for the State of California, hereby certify that Thalia Tse was by me duly sworn/affirmed to testify to the truth, the whole truth and nothing but the truth in the within-entitled cause; that said deposition was taken at the time and place herein named; that the deposition is a true record of the witness's testimony as reported to the best of my ability by me, a duly certified shorthand reporter and a disinterested person, and was thereafter transcribed under my direction into print by computer.

That request [XX] was [] was not made to read and correct said deposition.

I further certify that I am not interested in the outcome of said action, nor connected with nor related to any of the parties in said action, nor to their respective counsel.

IN WITNESS WHEREOF, I have hereunto set my hand this 27th day of September, 2024.



Cynthia Denise Stires
CSR No. 4472